Public Service Employee Relations Commission

2001/02 Annual Report

A New Era Update

Public Service Employee Relations Commission

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Introductory Note — A Year of Transition

The Government of British Columbia and its ministries are committed to reporting on performance. The *Budget Transparency and Accountability Act* (BTAA), as amended in August 2001, provides the legislative framework for a regular cycle of planning, reporting and accountability. Under the BTAA, ministries are responsible for producing three-year service plans (previously called performance plans), which are updated yearly, and annual service plan reports (formerly called performance reports). The amended BTAA takes effect beginning with the 2002/03 fiscal year. The first three-year service plans, covering the period 2002/03 to 2004/05, were released with the provincial budget on February 19, 2002.

This annual report relates to the previous fiscal year, covering April 1, 2001, to March 31, 2002. This was a transition year, with a new government sworn into office on June 5, 2001. On that day, there was an extensive reorganization of ministries, which were given significant new policy direction and tasked with the responsibility for implementing the government's *New Era* commitments. Later in the year, ministries proceeded through the core services review, which refined the mandates of ministries and identified the strategic shifts required to move government toward its long-term objectives.

This report provides an update on all that activity and also provides a report on performance, approaching the model provided by the BTAA as closely as is possible in the circumstances. An annual report would normally relate back to a preceding plan and report on the results achieved compared with the intentions outlined in that plan. In this case, the preceding plan was produced before the adoption of the significant changes outlined above, and as noted, this ministry has been significantly reorganized, and policies and priorities have changed. This limits the extent to which performance information as described in the previous plan is useful.

Consequently, this report sets out the ministry's redefined role and the services it provides, and — within the context of its goals and objectives as they evolved through the year — describes the achievements of the ministry and the performance targets being used to measure success.

Accountability Statement

The 2001/02 Public Service Employee Relations Commission Annual Report was prepared under my direction and I am accountable for the results the Commission achieved since June 5, 2001. This report describes progress made in this first year on the government's *New Era* commitments that are to be addressed by May 17, 2005.

Sandy Santori
Minister of Management Services
July 11, 2002

BRITISH COLUMBIA

Public Service Employee Relations Commission

Over the past year this government has taken a hard look at existing programs and services. Our intent is to ensure that progress in economic and social development is consistent with our principles and values as we work to improve the quality of services for the citizens of British Columbia.

A strong, efficient and effective public service is the foundation upon which the government carries out its priorities and meets its objectives.

The public service faces a number of human resource challenges in the form of demographic and labour market pressures, employee morale and satisfaction issues, and corporate pressures stemming from the Core Services Review and fiscal restraint. The Public Service Renewal Project, launched in the fall of 2001, is developing human resource management solutions to enable the public service to meet current and future challenges.

We are focusing on executive, management, and employee development and training as the first strategic step. Our goal is a workforce with proactive and visionary leadership, an effective human resource strategy, and a focus on employee performance, learning, innovation, and progressive employee-employer relations.

The government of British Columbia will continue to be the largest employer in the province and with a renewed public service, I am confident that it will become an employer of choice.

Sandy Santori
Minister of Management Services

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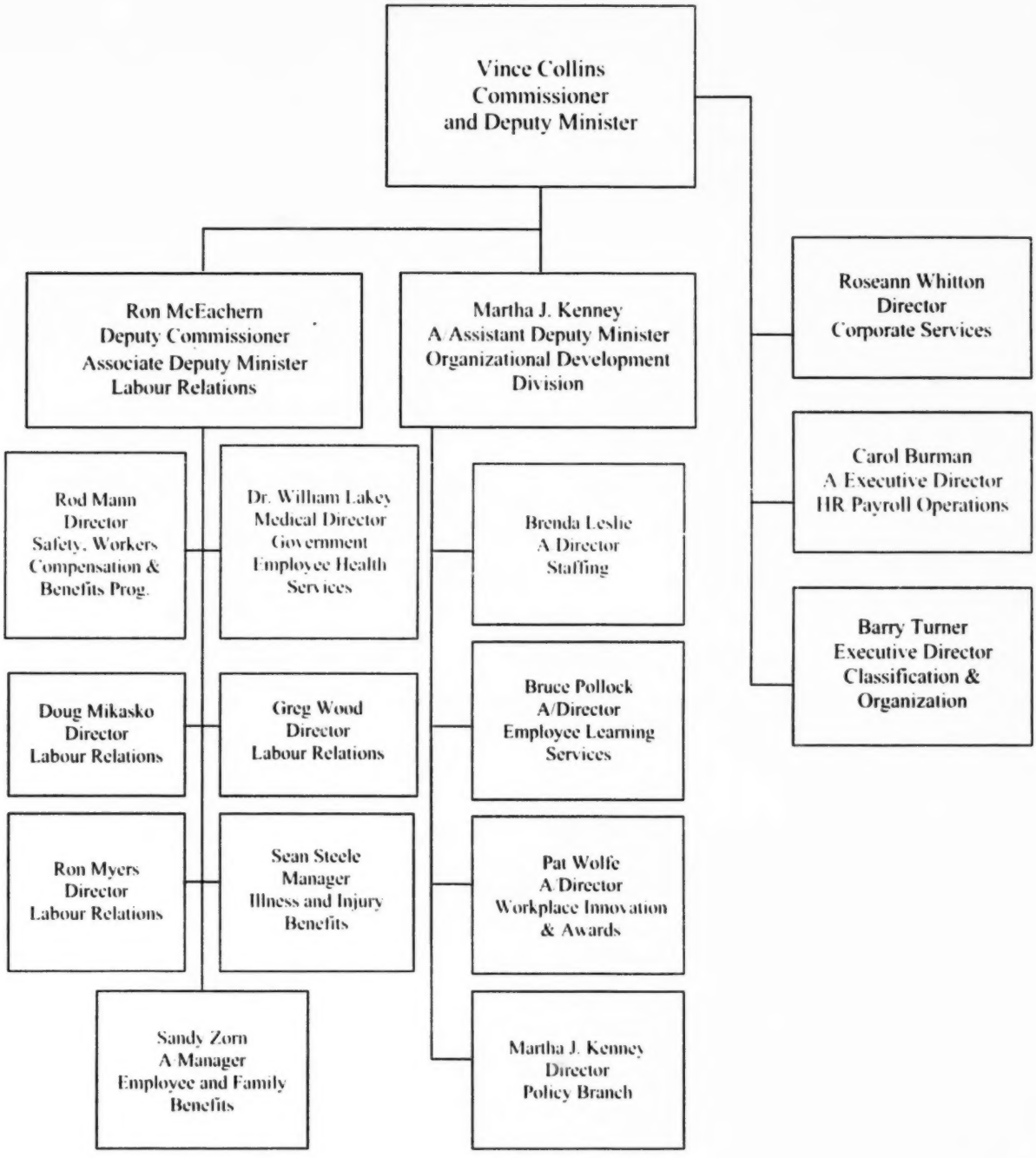
Year-at-a-Glance Highlights

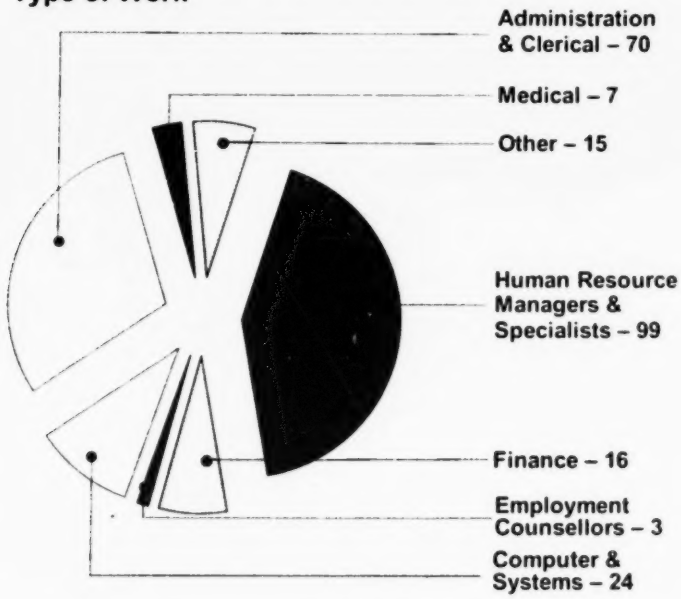
Commission personnel provided a variety of human resource services in 2001/2002. The following is a sample of their achievements:

- initiated the implementation of the strategic shifts that were approved by the Core Services Review Task Force;
- achieved the year one budget reduction targets given to the Commission by Treasury Board;
- worked with ministries to develop a plan to consolidate all human resource functions in the public service into a new Human Resource Management Agency that will replace Public Service Employee Relations Commission and incorporate many functions currently performed by ministry human resource offices;
- worked with ministries to develop and commence implementation of the strategies necessary to support the renewal of the public service;
- ran a gross payroll of $1.6 billion;
- upgraded to PeopleSoft 8 (Corporate Human Resource Information and Payroll System);
- designed and administered a government-wide workforce adjustment program;
- established an Executive Management Services office in June 2001 that coordinated the recruitment of 12 executives;
- developed and implemented a new compensation plan for deputy ministers with pay for performance as a key element;
- established an executive orientation program;
- purchased and validated a behavioural competency dictionary for human resource management;
- established the Office of the Merit Commissioner to promote a professional public service;
- administered a program that awarded formal recognition for innovation and excellence to more than 20 per cent of the government employees;
- administered a program that resulted in hiring close to 1,000 youth under the government youth employment and co-op programs, and 25 interns for 48-week work terms; and
- administered an $8 million Public Service Learning Fund, and supported ministries on delivery of corporate training.

Public Service Employee Relations Commission
April 1, 2002



Type of Work


Administration & Clerical – 70
Medical – 7
Other – 15
Human Resource Managers & Specialists – 99
Finance – 16
Employment Counsellors – 3
Computer & Systems – 24

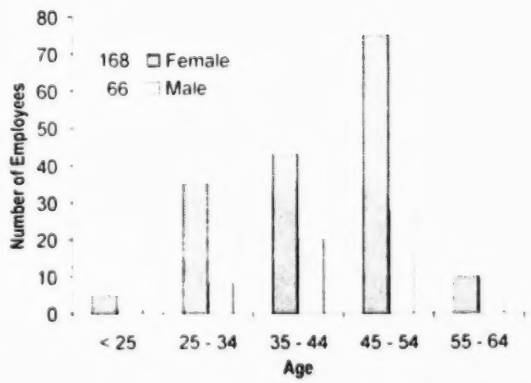
Location of Work

Location	Employees
Kamloops	4
Port Coquitlam	1
Vancouver	8
Victoria	221
Grand Total	**234**

Branches

Branches	No. of employees
Commissioner's Office	4
Compensation & Classification	21
Corporate Services	13
Employee & Family Benefits	8
Employee Learning Services	19
Employment Equity	1
Government Employee Health Services	16
Human Resource Development Initiative	4
Illness & Injury	12
Labour Relations	23
Payroll Operations & Information Management	50
Policy, Plan & Workplace Innovation	13
Safety, Workers' Compensation & Benefit Programs	18
Staffing	17
Systems Services	11
Workplace Innovations & Awards	4
Total	**234**

Age & Gender



Commission's Roles and Services

Vision, Mission and Values

As set down in the 2001/2004 Performance Plan of the Commission, the Vision of the Commission is:

The government of British Columbia is:

- a preferred employer that attracts and retains people with talent and commitment to the public service.

The public service is:

- dedicated to, and accountable for, delivering programs and services to British Columbians;
- non-partisan and respected for its adaptability, innovation, knowledge and skills; and
- representative of the diversity of the province.

The Mission of the Commission is to support the British Columbia public service in the effective delivery of programs and services by:

- providing corporate leadership for human resource management and planning;
- establishing the framework in which regulatory requirements are fulfilled; and
- delivering corporate human resource services.

The Commission has articulated values that guide its delivery of services and programs:

- The Commission is professional and non-partisan, working collaboratively and in partnership as the representative of government as the employer.
- We are innovative, strategic, thoughtful and well-advised.
- We are accountable for results.
- We treat others with dignity and practice what we preach.
- We support continuous learning and have a priority to communicate to our clients.

Core Services Review

The Core Services Review for the Commission, completed in October 2001, endorsed a new mandate for the Commission. Under this new mandate, the Commission provides leadership and governance in human resource management and assists the public service to effectively deliver programs and services to British Columbians.

The Commission's Core Services Review also endorsed two strategic shifts for the Commission:

- Initiate immediate and significant workforce adjustment.
- Develop a sustainable human resource strategy to support the Renewal of the public service.

The review of core services and the budget development process focuses on making government programs and services as effective, relevant and affordable as possible for all British Columbians. Workforce adjustment is a significant step toward restoring sound fiscal management.

Public Service Renewal is an overarching strategy to rebuild and sustain a professional public service through an integrated and comprehensive program of initiatives designed to:

- ensure effective human resource governance and policy frameworks;
- create proactive and visionary leadership;
- establish human resource standards and practices to establish a performance focused workforce;
- create a flexible and motivating work environment;
- ensure that the public service is a learning and innovative organization; and
- provide for progressive employer-employee relations.

Core Business Areas and Programs and Services

The Commission's mandate for the management and administration of the BC Public Service is established through the *Public Service Act*. The Commission is also responsible for the *Public Service Labour Relations Act* and the *Public Service Employee Benefit Plan Act*.

Workforce Adjustment

Over a three-year period, the public service will be reduced by up to 11,550 positions through program closures and reductions, contracting out of services, privatization of services, devolution of government programs or services, and transferring employees to another form of government entity.

The fiscal year 2001/2002 was a time of active workforce adjustment. A total of 2,817 employees were declared surplus, with the majority in January of 2002. The Commission and ministry staff worked to effect as many placements into vacant positions as possible. As of March 31, 2002, there were 171 surplus employees placed.

The Commission plays a key role in the development of workforce adjustment strategies and procedures, including those related to voluntary exit programs. Two voluntary exit programs were offered: Early Retirement Incentive Program (ERIP) and Voluntary Departure Program (VDP). Voluntary exit programs help meet overall workforce adjustment targets.

The programs have been well received to date, with 2,877 employees participating in the first approved exit window (January 2 – March 31, 2002). Without these programs, a much larger number of employees would have received lay-off notice, and the subsequent workforce adjustment process would have been extended considerably.

The combined cost of the two programs (ERIP and VDP) to March 31, 2002 was $81.2 Million. Savings associated with the voluntary programs to March 31, 2002 were minimal, as most employees' last day on pay was March 31, 2002. Consequently, the majority of savings will be realized in fiscal year 2002/03.

The Workforce Adjustment team provides change management advice to assist ministries with workforce adjustment, including establishing and implementing guidelines and policies, and managing the overall process. The Commission assists ministries with or co-ordinates placement activities.

The Commission provides expert advice on the application of collective agreement provisions having a bearing on workforce adjustment activities. It represents the employer on the Joint Union/ Management Workforce Adjustment Steering Committee, the Layoff/Recall Joint Committee and the Privatization Joint Committees:

To support workforce adjustment activities in January 2002, the Commission provided training for managers in communicating employment status, announcement day support and consulting, and transition workshops. Transition training was provided to 384 managers across the province. Support was provided in 46 communities, including eight ministries, entities of the Premier's Office, Royal BC Museum and Elections BC. The Commission delivered 158 workshops on coping with transition – job search, resume preparation and interview coaching – to approximately 2,300 employees in 43 communities throughout the province. Similar workforce adjustment services will continue in fiscal 2002/03.

Staffing

Overview

The authority to hire under the *Public Service Act* rests with the Commissioner, while individual ministries carry out the actual hiring. The Commission develops hiring standards and policies, and works with ministries and agencies on staffing approaches and on appeals of staffing decisions to the Public Service Appeal Board.

The Commission publishes *Postings*, a description of vacant positions in the public service, on its Website www.gov.bc.ca/pserc. It also coordinates all outside advertising activities related to staffing.

Year in Review

In August 2001, amendments to the *Public Service Act* created the Office of the Merit Commissioner with the responsibility to monitor public service appointments and to report on whether the merit principle was properly applied.

The Commission is reviewing recruitment and selection processes and guidelines in order to become more effective and responsive to the business practice of the public service.

There were 1,486 competitions posted, covering 1,641 regular positions, of which 923 were in-service and 718 out-of-service. An additional 169 temporary competitions were posted covering 177 appointments.

Of the 87 appeals of hiring decisions and of the 12 that went before a hearing, four were granted while eight were denied. The remainder were settled without a hearing or through a pre-hearing decision.

Referrals from the Recruitment Access Offices resulted in the hiring of 605 applicants — 401 in Victoria, 165 in Vancouver and 39 in Prince George. Of these, 229 or 38 per cent were from equity groups.

An Executive Liaison function, established in June 2001, coordinated the recruitment of 12 executives who were hired under Orders in Council.

Corporate funding for the Public Service Youth Hire program that was to expire March 31, 2001, was extended for an additional year. From April 2001 to February 2002, 975 youth were hired under the Co-op and Youth Employment Programs. The Commission funded 113 and the ministries funded 863. Twenty-five interns were hired for 48 week terms. Priority was given to positions that offered career-stream experience and those where there were market shortages.

Positions continued to be filled using the Applicant Inventory System until March 31, 2002, when the system was decommissioned. The Public Service Renewal Project and a human resources reorganization will result in a new e-recruit system.

The Victoria, Vancouver and Prince George Recruitment Access Offices were closed, effective January 17, 2002, due to workforce adjustment and the anticipation of limited auxiliary hiring in the near future.

Selection standards were completed for several major job categories such as Food Production Services, Communications Officers, Information Systems, Human Resources, Biologists, Economists and Research Officers. Revised selection standards were introduced into several other major job categories, including Public Health Inspectors, STOs (non resource), Trades, and Childcare Counsellors. In total, we established 41 series standards: five are ready to be published and 37 others are in various stages of development.

As part of the Best Practices Staffing and Marketing Initiative, we developed marketing strategies for finance and auditor positions, as well as a test bank for financial positions in partnership with the Financial Recruitment and Retention Committee.

Employment Equity and Diversity

Overview

The *Public Service Act* provides for the recruitment and development of a well-qualified and efficient public service that represents the diversity of the people of British Columbia. The Commission assisted ministries and agencies by developing employment equity policies and programs to remove barriers and to provide opportunities to traditionally disadvantaged groups. The Commission also assisted ministries in evaluating the effectiveness of their efforts and to adjust imbalances in their workforce.

Equity and diversity programs are aimed at four under-represented groups in government — aboriginal peoples, visible minorities, persons with disabilities, and women in non-traditional occupations.

Year in Review

Government tracked the representation of the equity groups in the public service since January 1994. Between January 1994 and January 2002, the representation among regular employees has changed as shown below:

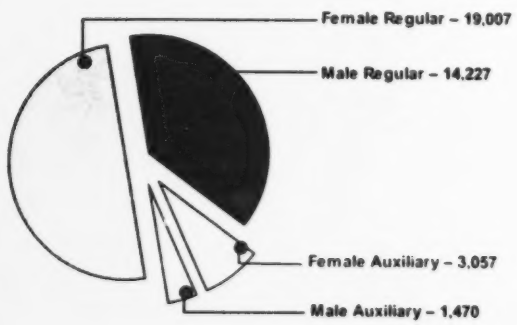
	January 1994 (%)	January 2002 (%)	Available BC Labour Force (%)
Aboriginal People	1.6	2.1	3.3
Visible Minorities	5.3	7.3	13.5
Persons with Disabilities	6.7	5.4	5.5
Women at ML 9 - 12	25.5	34.2	36.0

The slow rate of progress in increasing overall representation is related to the large size of the public service, relatively low annual turnover rates and the number of posted vacancies that are limited to in-service applicants. In addition, the "persons with disabilities" category only includes people who have a disability when they are hired. Those who acquire a disability while employed in the public service are generally not captured. Thus the percentage in this category is lower than the actual representation.

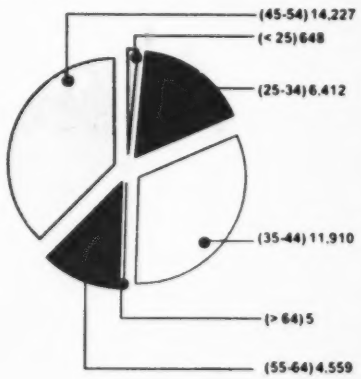
Recently, progress has been made in hiring aboriginal people and visible minorities. Between January and July 2001, 3.6 per cent of newly-hired employees in regular positions were aboriginal and 12.8 per cent were visible minority.

The equity and diversity program is now 10 years old and sufficiently mature to be integrated into the way human resources are managed throughout the public service. The Commission will no longer have a separate branch focusing on equity and diversity; instead, staff throughout the Commission will provide expertise relating to this area.

Gender — Public Service Employees (March 30, 2002)



Age — Public Service Employees (March 30, 2002)



Employee Development

Overview

The Public Service Renewal project has identified employee learning and development as a critical element in revitalizing the public service. Employee Learning Services provide government-wide employee learning (corporate learning) priorities. The Commission manages learning opportunities linked to government strategic directions and ministry business needs. In addition, ministries provide technical training specific to each ministry's mandate. Staff learning and career management programs encompass assessing government-wide learning needs, providing competency-based learning programs and evaluating the success of programs.

Employee Learning Services' responsibilities include:

- developing and implementing a corporate learning strategy;
- managing the Public Service and Information Technology Learning Funds;
- managing the planning, procurement and delivery of competency-based corporate learning programs, products and services; and
- establishing corporate learning policies.

Year in Review

The Employee Learning Services Branch implemented a newly created $8 million Public Service Learning Fund in fiscal 2001/2002. This fund supported delivery of corporate learning programs in finance, human resources, supervisor training, and equity and diversity. New learning projects included:

- creation of a management leadership development program;
- development of new financial training on performance measurement and accountability;
- purchase of a Hay Group competency framework for the British Columbia government;
- support of the Public Service Renewal project;
- workforce adjustment services and training programs;
- implementation of new training courses on executive and employee change management;
- development of Web-based Corporate Human Resource Information and Payroll Systems (CHIPS) training; and
- senior management (DM/ADM) orientation, management forums and satellite presentations.

The Commission consulted with ministries on the development of a corporate learning strategy that will be completed in June 2002. This strategy will address recommendations from the Auditor General's 1999 report "Maintaining Human Capital in the Public Service". It identifies core learning elements that support government direction and changes to human resources service delivery structure.

Employee Learning Services offered 389 courses to 9,038 employees. An additional 174 professional IT staff received 1,296 information technology courses. Fourteen learning activities were offered using satellite technology.

Employee Involvement, Recognition and Innovation

Overview

Three programs encourage employee initiative and creativity in order to improve performance, reduce costs, and increase employee satisfaction.

- Employee Recognition Program provides taxable awards of up to $2,000 per employee for improvements resulting from adopted employee ideas or successful, team-based work process review projects;
- Public Service Awards Program provides awards in a range of categories critical to the success of the public service; and
- Staff Appreciation Awards Program enables fast nominal recognition for excellent performance.

Year in Review

As in 2000/2001, more than 20 per cent of employees received formal recognition for innovation or excellence.

In 2001, the Public Service Awards Program held luncheons in Victoria, Prince George and Vancouver. A total of 305 nominations were submitted, covering 2,562 employees, while 144 of the nominations received awards that were shared by 1,229 employees. A new program will replace this program in 2002/03.

More than 10,000 employees received staff appreciation recognition in 2001, while the Employee Recognition Program paid awards of $130,000 to 177 employees, who were responsible for 39 improvements that produced over $55 million in net annual benefits (cost savings, revenue, and productivity gains).

Policy and Planning

Overview

The Commission develops and implements policies and guidelines related to terms and conditions of employment and the effective management of public service human resources. It prepares draft legislation, regulations and policy directives for the approval of the Minister Responsible for the Public Service.

The Commission provides ongoing policy advice and project support to the human resource community and to the Deputy Ministers' Committee on Human Resources. It provides research, analysis, and advice on human rights, ethics, and standards of conduct.

Year in Review

As a result of the Core Services Review and budget reductions, a smaller workforce will conduct government business. Therefore, it is essential that human resources be managed to promote superior performance from all employees.

The Commission is developing a plan to use a competency model in human resource management.

Policy preparation, research and analysis included:

- revision of five policies;
- creation of an amendment package that includes all amendments to policies from August 31, 1998 to July 13, 2000; and
- responding to numerous research inquiries and surveys from other jurisdictions.

The Commission is supporting government's goal of a one-third reduction in regulations by June 5, 2004, and is reviewing and streamlining all policies under its jurisdiction. The staffing and equity and diversity policies are the first to be examined.

The Commission manages four Human Resource Advisor Trainees. The trainees are completing a three-year developmental program to gain training and experience as human resource professionals.

Labour Relations

Overview

The Commission provides comprehensive negotiation and labour relations services and ensures that government objectives are met in negotiation with public service unions and professional associations. Staff provide direction, advice and support to ministries and agencies on the interpretation and application of collective agreements.

The Commission represents the government on matters arising out of collective agreements and employment-related legislation at arbitration and before the Labour Relations Board and other administrative tribunals. The Commission also provides negotiation assistance to other public sector employers.

Year in Review

The early months of the past fiscal year involved a significant dedication of resources to implementing the recently concluded BCGEU, PEA and BC Ambulance collective agreements. The Commission delivered information sessions for managers and supervisors in eleven locations throughout the province.

The Queen's Printer and the Council of Graphic Arts Unions reached a new collective agreement. This agreement, running from July 1, 2001 to June 30, 2004, includes wage increases similar to those under the BCGEU agreement reached earlier in the year (i.e., first year: $0.70/hour; second year: 2.5%; and third year: COLA increase).

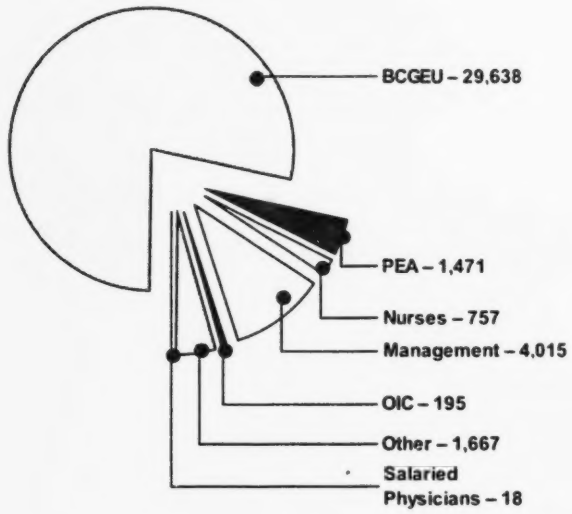
Collective agreements were amended as necessary to reflect restructuring introduced by the new government.

Discussions continue for the renewal of the Public Service Nurses collective agreement, which expired December 31, 2001. One of the employer's objectives of standardizing terms and conditions of employment, aside from wage rates, has already been achieved, along with the objective of greater flexibility around hours of work.

The Commission concluded an agreement with the salaried physicians in the public service. This agreement, last negotiated in 1992, addresses salaries and other terms of employment for salaried physicians.

Approximately 723 grievances from four bargaining units (BCGEU, Nurses, PEA, and Queen's Printer Council of Graphic Arts Unions) that were not resolved at the ministry level were filed at

Employee Group — Public Service Employees (March 30, 2002)



arbitration. Including previous years' grievances, 1,021 went to expedited arbitration, utilizing 28 hearing-days in four locations. Forty-five expedited arbitration awards were issued. Most of the remaining were settled, withdrawn or adjourned by the parties before the hearings. The Commission was also party to 24 formal arbitration awards.

The Commission continued to provide labour relations specialists to deliver training on Effective Discipline, Fundamentals of Supervision, and Contract Management to supervisors and managers in ministries.

Classification and Organization

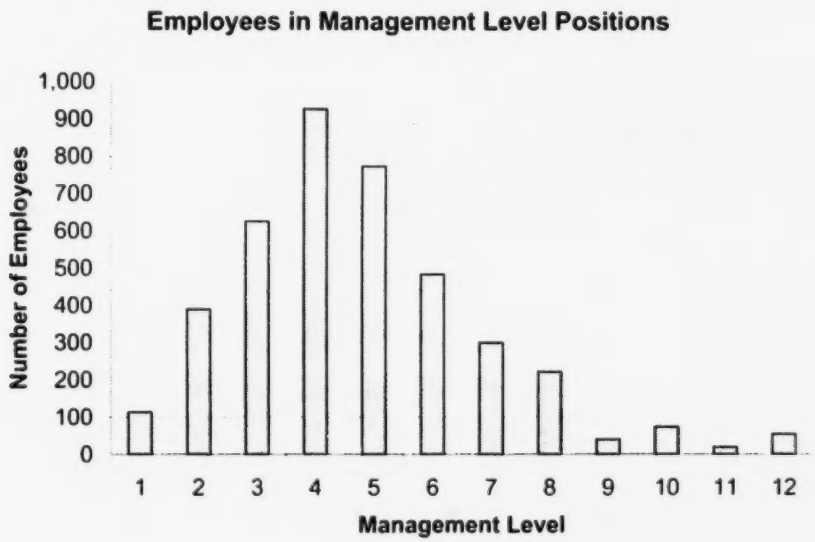
Overview

The Commission develops and maintains job evaluation and compensation plans for use across government. It has responsibility for ensuring that job evaluation plans are implemented equitably in all ministries and agencies that are governed by the *Public Service Act*.

Job evaluation is a formal process by which management determines the relative value of different jobs within an organization. This relative value determines the appropriate salary.

The Commission is responsible for consultation with bargaining unit representatives in the construction of job evaluation plans and for the design and implementation of management plans and administration of related compensation policy.

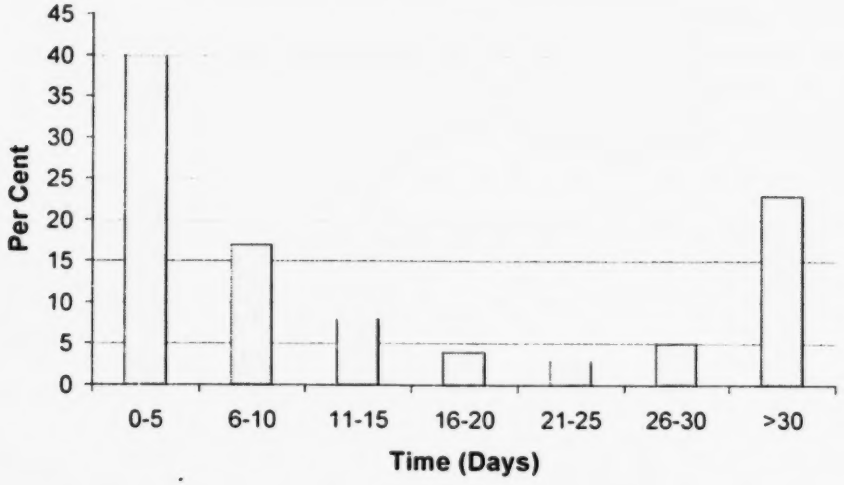
The authority to evaluate jobs is vested in the Commission and is delegated to designated ministry staff. To accomplish equitable application of job evaluation plans, the Commission trains ministry personnel, monitors the application of the various plans, and conducts random audits. Inter-ministry teams of subject-matter experts conduct some job evaluations.



Year in Review

Over the year, the Commission finalized 86 classification appeals through dispute resolution processes. The Commission completed approvals for 1,143 classification review requests for non-delegated positions. Of these decisions, 69 per cent were completed within 20 days.

Turnaround Time for Job Classification

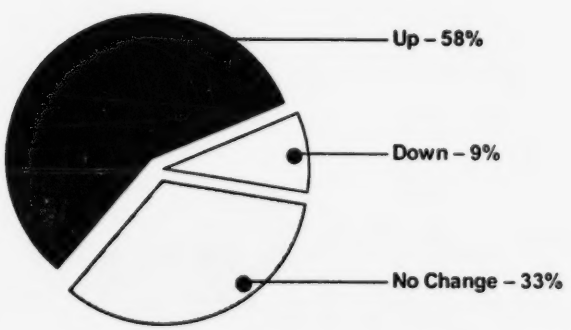


The Public Service Job Evaluation Plan, which covers the largest group of employees, was redesigned. This had the effect of expediting job classification for applicable job categories, while maintaining consistency and integrity in the application of the plan. This reconfiguration of the Job Evaluation Plan was followed by enhancements to supporting desktop tools. These steps streamlined and expedited the analytical processes in the classification cycle.

E-Class, a position-tracking and case-management application, was introduced late in the year to provide human resource practitioners and line managers with access to a government-wide repository of position information and documents, as well as an automated method to facilitate and accelerate the management of classification case files. When fully operational, this tool will reduce the time to create and classify positions by at least 50 per cent.

The improvements described above facilitated an increase in delegation to authorized officials in the ministries. This, too, had the effect of decreasing the time required to complete classification reviews, while maintaining the consistency of plan application.

Outcome of Job Classification Evaluation (March 2002)



Management compensation administration was a focal point this year. Firstly, the compensation salary range for deputy ministers was increased to reflect market demands. Secondly, a plan was designed for this same group to introduce variable compensation based on a performance management process. This process design is complete and ready for implementation in 2002.

Employee Benefits

Overview

The Commission is responsible for the development, implementation and management of public service employee benefit plans and programs. These cover all eligible employees who are at work or on disability benefits. Some benefits also apply to retired employees. The Commission manages and administers the benefit plans, develops policy, and negotiates service delivery contracts with the benefit carriers. The Commission also provides consultative and administrative services to the public service and to participating public sector agencies.

Funding for the benefits is recovered as a percentage of payroll from the ministries. Crown corporations, agencies, boards and commissions that participate in these plans pay the costs of the benefits provided to their employees either by premium or payment of actual costs. The Commission collects premiums from employees on lay off or leave without pay to continue coverage for certain benefits.

Great West Life is the private insurance carrier for Group Life and Long Term Disability, while Pacific Blue Cross is the carrier for Extended Health and Dental plans. Basic medical coverage is through the Medical Services Plan of British Columbia.

Employee and family benefits include: Group Life Insurance, optional spouse and dependent group life coverage, Air Travel Insurance, Extended Health and Dental Benefits, Deferred Salary Leave Program, Medical Services Plan of British Columbia, Employee Benefit Trust, and Judicial Benefit Trust.

Illness and injury benefits include: Weekly Indemnity providing income to auxiliary employees while sick; the Short Term Illness and Injury Plan, which is designed to continue part of employees' earnings if they are unable to work due to illness or injury for up to seven months; and the Long Term Disability Plan that provides employees with income if they are disabled due to illness or injury for longer than seven months.

The Commission's Managing Health Related Absences Program facilitates the return to work of ill or injured employees and helps to control claim costs. This program focuses on early intervention, disability case management, work and work-site accommodations, and retraining and alternate placement.

Employees who are injured as a result of work-related accidents receive Workers' Compensation benefits. The Commission represents ministries before all levels of the WCB appeal system, undertakes claims management and related administrative services, and assists ministries in developing accident prevention programs, managing WCB claims, and ensuring compliance with WCB regulations.

The BC Employee and Family Assistance Program (BCEFAP) provides confidential, professional short term counseling and referral services to employees and their families to resolve problems that affect their personal lives and, in some cases, their job performance. BCEFAP also provides a coaching line service to ministry supervisors to assist them in dealing with employees with personal problems. A standard protocol enables ministries to obtain Critical Incident Response Services (CIRS), when required. Brown Crawshaw Inc., an external provider, is contracted to deliver these services.

Government Employee Health Services (GEHS) provides clinical rehabilitation and occupational medicine assessment services to employees and their ministries to support the corporate disability management program and the joint union/employer rehabilitation committee, and to assist ministries in responding to employee health matters. The GEHS early medical intervention program targets

high-risk disability cases early in the absence of, or prior to an injury becoming disabling. Through close evaluation of disabling factors and review and management of treatment issues, occupational health nurses identify opportunities for safe and timely return to work and resolve workplace safety issues, thus reducing or preventing absences.

GEHS occupational health knowledge and skills contribute to corporate program and policy development, building healthy workplaces and protecting workplace safety. GEHS manages and delivers pre-placement medical screening programs for safety sensitive occupations within government service.

As a requirement of the *Public Service Benefit Plan Act*, the Commission also produces a separate annual report to the Legislative Assembly concerning designated benefit programs.

Year in Review

The Commission continued development of occupational health and safety programs. Two programs, developed in partnership with the Employer's Advisors Branch, Ministry of Skills, Development and Labour, assist ministries to understand and respond to WCB Inspections.

In partnership with the BCGEU, Office Ergonomics training continued and a new publication, *Workplace Guidelines for the Prevention of Musculoskeletal Injuries*, will be distributed to safety committees and supervisors in all public service workplaces in May 2002. Development of two new guides: *Emergency Preparedness and Response* and *Infectious Disease Control* are near completion and will be implemented in 2002/03. As part of the infection control initiative, the Commission modified pre-exposure vaccination procedures to enhance the effectiveness of the existing Hepatitis B vaccination program.

The WCB claims management initiative, implemented in September 2000, continues to generate savings through effective appeals representation, pro-active management of longer term WCB claims, and pursuit of cost recovery opportunities. The program achieved an appeals success rate of approximately 75% during 2001/02, its first full year of operation, compared to 45% prior to the initiative. WCB claims lasting more than two months were reduced by one-third. Direct and indirect savings during 2001/02 totaled more than $2 million. In addition, a WCB claims and case management training package was developed and piloted in several ministries.

The BC Employee and Family Assistance Program provided counseling services to 2,809 employees and 1,457 family members in 2001/02. A follow-up survey of clients found that 79% felt that their overall life situation improved as a result of the BCEFAP services. Across the province, 252 ministry supervisors received Early Intervention Dividend training. The workshops are well received and provide supervisors with helpful information to support and assist employees. BCEFAP also delivered 37 Coping with Change workshops to employees throughout the province.

Transition support and advisory services were provided for staff of ministers' offices following the change of government in June.

The Commission, through GEHS, supported the Ministry of Human Resources behavioural disability management program and provided ergonomic workplace job coaching, in specialized cases, to reduce sick leave.

Pre-placement medical standards for correctional officers were amended to integrate changes in job demands and legal requirements.

The Commission put the administrative contract for Long Term Disability to public tender and the Great West Life Assurance Company was the successful vendor.

The Commission began development of the REHAB (Rehabilitation, Employee Health and Benefits) integrated, disability information management system to streamline disability benefit administration and personnel management functions to support the rehabilitation and early return to work of ill employees.

The Commission continued delivery of a training program for managers on disability case management to hundreds of employees throughout the province, as well as providing dedicated sessions to many ministries.

The Commission continued its disability case management support that showed a reduction of long term disability claim duration by three months since 1995 for an annual direct saving of $2.5 million and a $12 million saving in future liabilities.

Central Payroll and Human Resource Information

Overview

The Commission operates, supports and maintains the PeopleSoft8, Corporate Human Resource Information and Payroll System (CHIPS). The Commission also manages corporate reporting and other corporate applications including E-Classification.

CHIPS, the integrated human resource and payroll management system, has been used across government since December 1995. The system supports all aspects of human resources including payroll, recruitment, leave, time reporting, benefits and training administration. Commission staff provide ongoing CHIPS support and training for about 1,800 employees in ministries and agencies throughout government.

Year in Review

The Commission is responsible for providing leadership for the business of payroll standards across government. A Web-based corporate Payroll Administration Manual was implemented, which set data entry and workflow standards for payroll.

In February 2002, the Commission upgraded to PeopleSoft8, a 100 per cent web-enabled application. This will provide the Commission with the infrastructure to deploy e-government functions via employee and manager self service.

The Commission is providing technical leadership and operational support for two new human resource systems:

- e-classification system; and
- workforce adjustment system.

The Commission also developed and implemented web based training simulation modules to be used in training Human Resource and Payroll employees in the CHIPS system.

The Commission managed 26 payruns, processing $1.6 billion of payroll and generating T4s for all government employees. CHIPS had 99.9 per cent availability to clients.

Operationally, the Commission completed multiple projects to ensure continued operations of CHIPS 4 application including:

- implementation of collective agreement changes for BCGEU, PEA, Nurses and other groups;
- income tax changes; and
- fiscal year end, service seniority, annual leave entitlements and other initiatives.

Corporate Services

Overview

The Corporate Services branch provides a full range of budget, financial, administrative, human resource, records management, and general operational support services to the Commission and government-wide corporate programs.

Year in Review

The Commission provided the same corporate services to the Ministry of Multiculturalism and Immigration and the Commission's programs prior to the change in government, and provided transition services while the ministry disbanded.

Staff provided budget, financial, and administrative support for all aspects of workforce adjustment across government, including voluntary exit programs and involuntary severances.

Communications and Freedom of Information

Overview

Communications staff disseminate information on the Commission's programs and activities on behalf of the government and the public.

The Commission's only professional communications staff person departed in mid-year and was not replaced. The Public Affairs Bureau and staff from the Ministry of Management Services provided communications services.

Commission personnel continued to prepare briefings for the minister, responded to media requests and performed other communications functions.

The Commission is responsible for processing Freedom of Information requests.

Year in Review

The Commission supports government's commitment to help identify, report, and eliminate government waste. The Commission processed 279 suggestions for the Wastebuster Project. Common themes from submissions to the Commission include:

Number	Suggestion
22	Reform the way government delivers severance packages and/or eliminate severance packages all together
11	Close non-essential government offices over Christmas holidays to save money on electricity and heat
11	Offer government employees the option of a four-day work week to save money on wages
9	Reform Long Service Awards and Employee Recognition Program so they operate more efficiently and at less cost
7	Eliminate flex-time across government
7	Develop an electronic version of pay stubs rather than printing off a copy for each employee in government

The Commission is currently bringing its Web presence up to government standards to support future e-government initiatives.

The Commission processed 34 Freedom of Information requests. They were from individuals (28), media (3), law firms (1) and researchers (2).

Several of the requests in the "individual" category were sent to all ministries and pertained to information on government expenditures. Other individual requests were for information from personal files, or for a labour relations issue. Media requests focused on severance arrangements for deputy ministers and the future of the Commission.

Systems Support

Overview

This program area provides a wide range of operational support and administrative services critical to the Commission's efficient and effective operation. It maintains the Commission's computer infrastructure and develops and implements computer applications.

Year in Review

The Commission maintained and improved infrastructure at headquarters and remote offices across the province.

The Commission introduced new inventory and problem management software to track incident management and change control. This was done within the framework of the IT Infrastructure Library standards.

Update on New Era Commitments

Merit Legislation

The Commission was charged with passing merit employment legislation to restore a professional, non-partisan public service. Government passed merit employment legislation in the spring 2001 session. It created the position of Merit Commissioner, responsible for conducting random audits of public service appointments to determine that the competition process resulted in appointments based on merit.

The Premier charged the Minister responsible for the Commission with defining the role of the Merit Commissioner in his June 25, 2001 letter providing direction to Ministers. The Office of the Merit Commissioner was up and running in October 2001 and merit audits began in November 2001. In February 2002, the Office of the Merit Commissioner also undertook a survey of public service employees' attitudes to merit in the public service. The first report of the Merit Commissioner will be tabled in the legislature in May 2002.

Strategy for Recruitment & Retention of a Professional Public Service

This was another key project charged to the Commission. As discussed in the section describing the outcome of the Core Services Review for the Commission and the Public Service Renewal initiative, a comprehensive plan of initiatives is underway to rebuild and sustain a professional and qualified public service.

Performance Reporting

Based on the Commission's vision and mission, the Commission set the following goals for the years 2001 to 2004:

- to provide leadership and direction to human resource planning in government;
- to ensure that government human resource priorities and needs are met;
- to provide a consistent and standardized human resource regulatory environment that is clearly understood and applied;
- to ensure that human resource management information is utilized as a strategic resource and government reporting needs are met; and
- to promote the public service as one of the best places to work in British Columbia.

Given the nature of the Commission's organization, several core business areas contribute to the achievement of each goal and the associated objectives. For example, all business areas are to some degree involved in workforce adjustment. Consequently, due to the integrated nature of the Commission's service delivery approach, it is not possible to specifically assign any particular goal and objective to a single business area within the Commission. Each business area contributes to the achievement of the goals of the Commission.

Following is a table outlining the Commission's goals, key objectives and strategies, the performance measures, and a description of accomplishments:

Goals & Objectives	*Performance Measures*	*Accomplishments*
GOAL — leadership and direction to human resource planning in government. Key objectives and strategies include the development and implementation of human resource plans.	Government-wide human resource strategic plans are in place.	A corporate human resource plan has been developed and is in place. A Public Service Renewal strategy and plan has been developed and is being implemented. Each Ministry is developing a ministry human resource plan to be published in 2002.

Goals and Objectives	*Performance Measures*	*Accomplishments*
GOAL — Government human resource priorities and needs are met. Key objectives and strategies include: • a competent public service through continuous learning; • effective human resource practices, processes and systems; and • a safe and healthy workplace.	Percentage of the workforce participating in training. Statistics related to separation rates and absence management program indicators[1].	A major initiative is underway to develop a comprehensive, integrated Corporate Learning Strategy that specifically links government needs and requirements to employee development and training. A comprehensive review of all human resource policy and practice areas is underway with early priority on staffing and classification. A key renewal project goal is to develop and establish an integrated "safe and healthy workplace" strategy.
GOAL — a consistent and standardized human resource regulatory environment that is clearly understood and applied. Key objectives and strategies include: • clarification of roles and responsibilities and establishment of accountability frameworks; • consistent human resource standards and policies; and • successful negotiation and administration of collective agreements.	Review of roles and responsibilities and establishment of an accountability framework, including delegation and monitoring and audit.	A key outcome of the human resource organization project is the development of an effective and responsive accountability framework. The human resource organization project team has completed an analysis of current human resource functions and operations. This information will be used in the development of the functional and service delivery structure of the new human resource organization.

[1] Monitoring and reporting of these measures was put on hold pending the major new direction and reform of corporate training and development and health and wellness management under the renewal project.

Goals & Objectives	*Performance Measures*	*Accomplishments*
GOAL — human resource management information is utilized as a strategic resource.	Human resource management strategy in place.	A large-scale comprehensive initiative is currently underway under the auspices of the renewal project and the human resource organization project to develop a corporate Human Resource Information System.
GOAL — the public service is promoted as one of the best places to work in British Columbia.	Number of employee recognition program awards and staff appreciation awards.	A review of the public service recognition, awards and incentive programs is currently underway.

For the last six months of the 2001/02 fiscal year, the Commission redirected its work to the implementation of the strategic shifts endorsed by its Core Services Review. The Commission's business underwent a fundamental refocusing on the strategies of workforce adjustment and public service renewal. Significant strides were made in initiating these new directions, while continuing to meet ongoing operational requirements.

The Commission implemented a comprehensive workforce adjustment strategy. The strategy is aimed at aligning provincial government staff resources with core service needs, reprofiling the public service, and reducing long term costs to help reduce the province's structural deficit. The workforce adjustment strategy will maximize options and assistance for eligible employees who wish to leave the public service voluntarily, while also minimizing layoffs. In this respect, the Commission developed and introduced a voluntary departure program. It also supported and assisted Ministries in moving through the first round of budget mandated program reductions.

In the six months following the realignment of the Commission's mandate as a result of the Core Services Review, the Commission devoted considerable energy to the Public Service Renewal initiative. The first phase of renewal involved broad consultations throughout all levels of the public service to identify public service renewal priorities. Following these consultations, the renewal project established goals for renewal and a multi-year implementation plan for Public Service Renewal.

Key renewal strategies include:

- flexible and responsive hiring processes based on merit;
- compensation systems that reward performance and give managers more flexibility;
- effective training programs to meet new skill requirements; and
- executive and management development programs.

During this same period, the Commission also developed a structure for a new human resource organization to most effectively provide leadership, governance and management of the public service.

Report on Resources

2001/02 Resource Summary

	Estimated	Other Authorizations	Total	Actual	Variance
Operating Expenses ($000)					
HR Strat. & Pol.	3,737	0	3,737	2,824	913
Org. Dev.	1,860	0	1,860	1,431	429
Compensation	1,377	0	1,377	1,305	72
Labour Relations	2,365	0	2,365	2,822	(457)
Corp. Serv. & Syst.	2,574	0	2,574	2,899	(325)
One Time Funding	14,201	32,601	46,802	47,433	(631)
Total Vote	26,114	32,601	58, 715	58,715	0
Full-time Equivalents (FTEs)					
Total	259	0	259	269	(10)
Ministry Capital (Expenditures) ($000)					
Information Systems	1,771	0	1,771	1,445	326
Other	470	0	470	158	312
Total	2,241	0	2,241	1,603	638
Consolidated Capital Plan Expenditures ($000) N/A					
Other Financing Transactions (Net Disbursements) ($000) N/A					

Various cost measures were initiated in 2001/02 to facilitate achievement of budget reduction targets for 2002/03. Most of the positions that are now vacant or will become vacant through voluntary departures are not being filled. As of March 31, 2002, the Commission staff was reduced by 28 through voluntary departure programs, unfilled vacancies, and layoffs.

Public Service Profile

PUBLIC SERVICE EMPLOYEES BY EMPLOYEE GROUP — March 30, 2002		
		% OF
	TOTAL	GOVERNMENT
BARGAINING UNIT		
BC GOVERNMENT AND SERVICE EMPLOYEES' UNION (BCGEU)	29,638	78
PROFESSIONAL EMPLOYEES ASSOCIATION (PEA)	1,471	4
NURSES	757	2
TOTAL BARGAINING UNIT	**31,866**	**84**
EXCLUDED		
MANAGEMENT	4,015	11
OIC	195	<1
OTHER	1,667	4
SALARIED PHYSICIANS	18	<1
TOTAL EXCLUDED	**5,895**	**16**
TOTAL GOVERNMENT	**37,761**	**100**

PUBLIC SERVICE EMPLOYEES BY MINISTRY — March 30, 2002

	NUMBER	% OF GOVT.	AVERAGE ANNUAL SALARY($)
ADVANCED EDUCATION	338	<1	48,100
AGRICULTURE, FOOD & FISHERIES	326	<1	53,100
ATTORNEY GENERAL & TREATY NEGOTIATIONS	3,706	10	49,900
CHILDREN & FAMILY DEVELOPMENT	5,125	14	47,400
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	1,119	3	48,100
COMPETITION, SCIENCE & ENTERPRISE	270	<1	55,000
EDUCATION	382	1	49,700
ENERGY & MINES	339	<1	52,300
FINANCE	600	2	52,700
FORESTS	3,572	9	49,400
HEALTH PLANNING	34	<1	61,000
HEALTH SERVICES	1,741	5	45,600
HUMAN RESOURCES	3,097	8	41,800
MANAGEMENT SERVICES	1,057	3	53,000
PROVINCIAL REVENUE	754	2	48,200
PUBLIC SAFTEY & SOLICITOR GENERAL	2,850	8	44,500
SKILLS DEVELOPMENT & LABOUR	350	<1	50,500
SUSTAINABLE RESOURCE MANAGEMENT	1,423	4	49,400
TRANSPORTATION	2,135	6	46,900
WATER, LAND & AIR PROTECTION	1,222	3	51,300
AUDITOR GENERAL	89	<1	59,200
BC ASSETS & LAND CORPORATION	241	<1	50,400
BC MENTAL HEALTH SOCIETY	1,645	4	40,600
BC PENSION CORPORATION	368	<1	43,200
CHILD, YOUTH & FAMILY ADVOCATE	11	<1	53,700
ELECTIONS	39	<1	47,800
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	8	<1	50,300
FOREST PRACTICES BOARD	37	<1	63,400
FOREST RENEWAL BC	12	<1	58,300
INFORMATION & PRIVACY COMMISSIONER	20	<1	64,000
LIQUOR DISTRIBUTION BRANCH	3,559	9	36,600
LODGE AT BROADMEAD	305	<1	37,200
OAK BAY LODGE	303	<1	36,600
OFFICE OF THE PREMIER	160	<1	61,400
OMBUDSMAN	53	<1	59,300
POLICE COMPLAINTS COMMISSIONER	5	<1	68,500
PRODUCT SERVICES	324	<1	39,600
PROVINCIAL CAPITAL COMMISSION	30	<1	41,300
PUBLIC SECTOR EMPLOYERS' COUNCIL	3	-	80,600
ROYAL BC MUSEUM	109	<1	45,400
TOTAL	**37,761**	**100**	**46,300**

* Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EMPLOYEES BY MINISTRY — March 30, 2002

	NUMBER	% OF GOVT.	AVERAGE ANNUAL SALARY($)
ADVANCED EDUCATION	**338**	**<1**	**48,100**
AGRICULTURE, FOOD & FISHERIES	326	<1	53,100
ATTORNEY GENERAL & TREATY NEGOTIATIONS	**3,706**	**10**	**49,900**
CHILDREN & FAMILY DEVELOPMENT	5,125	14	47,400
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	**1,119**	**3**	**48,100**
COMPETITION, SCIENCE & ENTERPRISE	270	<1	55,000
EDUCATION	**382**	**1**	**49,700**
ENERGY & MINES	339	<1	52,300
FINANCE	**600**	**2**	**52,700**
FORESTS	3,572	9	49,400
HEALTH PLANNING	**34**	**<1**	**61,000**
HEALTH SERVICES	1,741	5	45,600
HUMAN RESOURCES	**3,097**	**8**	**41,800**
MANAGEMENT SERVICES	1,057	3	53,000
PROVINCIAL REVENUE	**754**	**2**	**48,200**
PUBLIC SAFTEY & SOLICITOR GENERAL	2,850	8	44,500
SKILLS DEVELOPMENT & LABOUR	**350**	**<1**	**50,500**
SUSTAINABLE RESOURCE MANAGEMENT	1,423	4	49,400
TRANSPORTATION	**2,135**	**6**	**46,900**
WATER, LAND & AIR PROTECTION	1,222	3	51,300
AUDITOR GENERAL	**89**	**<1**	**59,200**
BC ASSETS & LAND CORPORATION	241	<1	50,400
BC MENTAL HEALTH SOCIETY	**1,645**	**4**	**40,600**
BC PENSION CORPORATION	368	<1	43,200
CHILD, YOUTH & FAMILY ADVOCATE	**11**	**<1**	**53,700**
ELECTIONS	39	<1	47,800
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	**8**	**<1**	**50,300**
FOREST PRACTICES BOARD	37	<1	63,400
FOREST RENEWAL BC	**12**	**<1**	**58,300**
INFORMATION & PRIVACY COMMISSIONER	20	<1	64,000
LIQUOR DISTRIBUTION BRANCH	**3,559**	**9**	**36,600**
LODGE AT BROADMEAD	305	<1	37,200
OAK BAY LODGE	**303**	**<1**	**36,600**
OFFICE OF THE PREMIER	160	<1	61,400
OMBUDSMAN	**53**	**<1**	**59,300**
POLICE COMPLAINTS COMMISSIONER	5	<1	68,500
PRODUCT SERVICES	**324**	**<1**	**39,600**
PROVINCIAL CAPITAL COMMISSION	30	<1	41,300
PUBLIC SECTOR EMPLOYERS' COUNCIL	**3**	**-**	**80,600**
ROYAL BC MUSEUM	109	<1	45,400
TOTAL	**37,761**	**100**	**46,300**

* Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EMPLOYEES BY MINISTRY AND EMPLOYEE GROUP — March 30, 2002

		BARGAINING UNIT				EXCLUDED				AS % OF MINISTRY		
	TOTAL	NUMBER	BCGEU	PEA	NURSES	NUMBER	MGMT*	OIC**	OTHER***	BARG UNIT	ALL EXCLUDED	MGMT
ADVANCED EDUCATION	**338**	**277**	**277**	**0**	**0**	**61**	**51**	**5**	**5**	**82**	**18**	**15**
AGRICULTURE FOOD & FISHERIES	326	268	169	99	0	58	50	5	3	82	18	15
ATTORNEY GENERAL & TREATY NEGOTIATIONS	**3,706**	**2,186**	**2,186**	**0**	**0**	**1,520**	**447**	**12**	**1,061**	**59**	**41**	**12**
CHILDREN & FAMILY DEVELOPMENT	5,125	4,779	4,592	48	139	346	326	9	11	93	7	6
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	**1,119**	**892**	**884**	**8**	**0**	**227**	**202**	**9**	**16**	**80**	**20**	**18**
COMPETITION SCIENCE & ENTERPRISE	270	136	136	0	0	134	119	7	8	50	50	44
EDUCATION	**382**	**300**	**300**	**0**	**0**	**82**	**66**	**4**	**12**	**79**	**21**	**17**
ENERGY & MINES	339	286	209	77	0	53	42	6	5	84	16	12
FINANCE	**600**	**214**	**214**	**0**	**0**	**386**	**277**	**7**	**102**	**36**	**64**	**46**
FORESTS	3,572	3,196	2,447	749	0	376	345	5	26	89	11	10
HEALTH PLANNING	**34**	**16**	**14**	**0**	**2**	**18**	**12**	**4**	**2**	**47**	**53**	**35**
HEALTH SERVICES	1,741	1,474	1,447	11	16	267	233	11	23	85	15	13
HUMAN RESOURCES	**3,097**	**2,928**	**2,928**	**0**	**0**	**169**	**155**	**4**	**10**	**95**	**5**	**5**
MANAGEMENT SERVICES	1,057	642	642	0	0	415	283	7	125	61	39	27
PROVINCIAL REVENUE	**754**	**603**	**603**	**0**	**0**	**151**	**75**	**4**	**72**	**80**	**20**	**10**
PUBLIC SAFETY & SOLICITOR GENERAL	2,850	2,611	2,576	1	34	239	212	11	16	92	8	7
SKILLS DEVELOPMENT & LABOUR	**350**	**187**	**187**	**0**	**0**	**163**	**113**	**42**	**8**	**53**	**47**	**32**
SUSTAINABLE RESOURCE MANAGEMENT	1,423	1,248	1,090	158	0	175	162	5	8	88	12	11
TRANSPORTATION	**2,135**	**1,901**	**1,778**	**120**	**3**	**234**	**213**	**4**	**17**	**89**	**11**	**10**
WATER LAND & AIR PROTECTION	1,222	1,109	1,003	106	0	113	100	5	8	91	9	8
AUDITOR GENERAL	**89**	**1**	**1**	**0**	**0**	**88**	**77**	**0**	**11**	**1**	**99**	**87**
BC ASSETS & LAND CORPORATION	241	184	133	51	0	57	53	0	4	76	24	22
BC MENTAL HEALTH SOCIETY	**1,645**	**1,617**	**1,094**	**29**	**494**	**28**	**27**	**0**	**1**	**98**	**2**	**2**
BC PENSION CORPORATION	368	341	341	0	0	27	26	0	1	93	7	7
CHILD, YOUTH & FAMILY ADVOCATE	**11**	**0**	**0**	**0**	**0**	**11**	**5**	**0**	**6**	**0**	**100**	**45**
ELECTIONS	39	0	0	0	0	39	12	0	27	0	100	31
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	**8**	**3**	**3**	**0**	**0**	**5**	**2**	**0**	**3**	**38**	**63**	**25**
FOREST PRACTICES BOARD	37	13	13	0	0	24	21	1	2	35	65	57
FOREST RENEWAL BC	**12**	**5**	**5**	**0**	**0**	**7**	**7**	**0**	**0**	**42**	**58**	**58**
INFORMATION & PRIVACY COMMISSIONER	20	0	0	0	0	20	13	0	7	0	100	65
LIQUOR DISTRIBUTION BRANCH	**3,559**	**3,413**	**3,413**	**0**	**0**	**146**	**145**	**0**	**1**	**96**	**4**	**4**
LODGE AT BROADMEAD	305	293	260	3	30	12	11	0	1	96	4	4
OAK BAY LODGE	303	293	254	0	39	10	8	0	2	97	3	3
OFFICE OF THE PREMIER	160	24	24	0	0	136	71	28	37	15	85	44
OMBUDSMAN	**53**	**0**	**0**	**0**	**0**	**53**	**32**	**0**	**21**	**0**	**100**	**60**
POLICE COMPLAINTS COMMISSIONER	5	0	0	0	0	5	3	0	2	0	100	60
PRODUCT SERVICES	**324**	**301**	**290**	**11**	**0**	**23**	**21**	**0**	**2**	**93**	**7**	**6**
PROVINCIAL CAPITAL COMMISSION	30	27	27	0	0	3	3	0	0	90	10	10
PUBLIC SECTOR EMPLOYERS' COUNCIL	**3**	**0**	**0**	**0**	**0**	**3**	**2**	**0**	**1**	**0**	**100**	**67**
ROYAL BC MUSEUM	109	98	98	0	0	11	11	0	0	90	10	10
TOTAL	**37,761**	**31,666**	**29,638**	**1,471**	**757**	**5,895**	**4,033**	**195**	**1,667**	**84**	**16**	**11**

* Includes salaried physicians
** Order in Council appointments
*** Includes Schedule A employees exempted from the union due to confidential nature of work performed legal counsel articling students senior exec secretaries exec admin assistants and judicial admin assistants

PUBLIC SERVICE EMPLOYEES BY EMPLOYEE GROUP, SALARY AND GENDER — March 30, 2002

	TOTAL				REGULAR				AUXILIARY			
	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE
BARGAINING UNIT												
BCGEU*												
MALE	11 479	39	44 900		10 113	40	46 300		1 366	33	34 800	
FEMALE	18 159	61	40 000	89	15 384	60	41 100	89	2 775	67	34 100	98
TOTAL	**29,638**	**100**	**41,900**		**25,497**	**100**	**43,100**		**4,141**	**100**	**34,300**	
PEA												
MALE	1 172	80	59 000		1 167	80	59 000		5	38	51 800	
FEMALE	299	20	57 600	98	291	20	57 700	98	8	62	51 700	100
TOTAL	**1,471**	**100**	**58,700**		**1,458**	**100**	**58,700**		**13**	**100**	**51,700**	
NURSES												
MALE	155	20	48 400		125	21	49 100		30	18	45 500	
FEMALE	602	80	47 600	98	468	79	48 200	98	134	82	45 300	100
TOTAL	**757**	**100**	**47,700**		**593**	**100**	**48,400**		**164**	**100**	**45,400**	
TOTAL BARGAINING UNIT												
MALE	12 806	40	46 200		11 405	41	47 600		1 401	32	35 100	
FEMALE	19 060	60	40 500	88	16 143	59	41 600	87	2 917	68	34 700	99
TOTAL	**31,866**	**100**	**42,600**		**27,548**	**100**	**44,100**		**4,318**	**100**	**34,600**	
EXCLUDED												
MANAGEMENT												
MALE	2 325	58	71 500		2 298	58	71 700		27	47	58 200	
FEMALE	1 690	42	66 000	92	1 660	42	66 300	92	30	53	54 200	93
TOTAL	**4 015**	**100**	**69,200**		**3 958**	**100**	**69,400**		**57**	**100**	**56,100**	
OIC**												
MALE	75	38	67 400		75	39	67 400		0	0	0	
FEMALE	120	62	51 900	77	119	61	52 100	77	1	100	31 000	0
TOTAL	**195**	**100**	**57,800**		**194**	**100**	**58,000**		**1**	**100**	**31,000**	
PHYSICIANS												
MALE	14	78	109 900		14	78	109 900		0	0	0	
FEMALE	4	22	103 700	94	4	22	103 700	94	0	0	0	0
TOTAL	**18**	**100**	**108,500**		**18**	**100**	**108,500**		**0**	**100**	**0**	
OTHER***												
MALE	477	29	73 400		435	29	76 600		42	28	40 300	
FEMALE	1 190	71	49 100	67	1 081	71	50 300	66	109	72	38 900	92
TOTAL	**1,667**	**100**	**56,000**		**1,516**	**100**	**57,900**		**151**	**100**	**37,800**	
TOTAL EXCLUDED												
MALE	2 891	49	71 900		2 822	50	72 500		69	33	47 300	
FEMALE	3 004	51	58 800	82	2 864	50	59 700	82	140	67	40 600	86
TOTAL	**5,895**	**100**	**65,200**		**5,686**	**100**	**66,100**		**209**	**100**	**42,800**	
TOTAL GOVERNMENT												
MALE	15 697	42	50 900		14 227	43	52 500		1 470	32	35 600	
FEMALE	22 064	58	43 000	84	19 007	57	44 300	84	3 057	68	34 900	98
TOTAL	**37,761**	**100**	**46,300**		**33,234**	**100**	**47,800**		**4,527**	**100**	**35,200**	

* BC Government and Service Employees Union

** Order in Council appointments

*** Includes Schedule A employees exempted from the union due to confidential nature of work performed legal counsel articling students senior exec secretaries exec admin assistants and judicial admin assistants Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EMPLOYEES BY MINISTRY AND EMPLOYEE GROUP — March 30, 2002

		BARGAINING UNIT				EXCLUDED				AS % OF MINISTRY		
	TOTAL	NUMBER	BCGEU	PEA	NURSES	NUMBER	MGMT*	OIC**	OTHER***	BARG UNIT	ALL EXCLUDED	MGMT
ADVANCED EDUCATION	**338**	**277**	**277**	**0**	**0**	**61**	**51**	**5**	**5**	**82**	**18**	**15**
AGRICULTURE, FOOD & FISHERIES	326	268	169	99	0	58	50	5	3	82	18	15
ATTORNEY GENERAL & TREATY NEGOTIATIONS	**3,706**	**2,186**	**2,186**	**0**	**0**	**1,520**	**447**	**12**	**1,061**	**59**	**41**	**12**
CHILDREN & FAMILY DEVELOPMENT	5,125	4,779	4,592	48	139	346	326	9	11	93	7	6
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	**1,119**	**892**	**884**	**8**	**0**	**227**	**202**	**9**	**16**	**80**	**20**	**18**
COMPETITION, SCIENCE & ENTERPRISE	270	136	136	0	0	134	119	7	8	50	50	44
EDUCATION	**382**	**300**	**300**	**0**	**0**	**82**	**66**	**4**	**12**	**79**	**21**	**17**
ENERGY & MINES	339	286	209	77	0	53	42	6	5	84	16	12
FINANCE	**600**	**214**	**214**	**0**	**0**	**386**	**277**	**7**	**102**	**36**	**64**	**46**
FORESTS	3,572	3,196	2,447	749	0	376	345	5	26	89	11	10
HEALTH PLANNING	**34**	**16**	**14**	**0**	**2**	**18**	**12**	**4**	**2**	**47**	**53**	**35**
HEALTH SERVICES	1,741	1,474	1,447	11	16	267	233	11	23	85	15	13
HUMAN RESOURCES	**3,097**	**2,928**	**2,928**	**0**	**0**	**169**	**155**	**4**	**10**	**95**	**5**	**5**
MANAGEMENT SERVICES	1,057	642	642	0	0	415	283	7	125	61	39	27
PROVINCIAL REVENUE	**754**	**603**	**603**	**0**	**0**	**151**	**75**	**4**	**72**	**80**	**20**	**10**
PUBLIC SAFETY & SOLICITOR GENERAL	2,850	2,611	2,576	1	34	239	212	11	16	92	8	7
SKILLS DEVELOPMENT & LABOUR	**350**	**187**	**187**	**0**	**0**	**163**	**113**	**42**	**8**	**53**	**47**	**32**
SUSTAINABLE RESOURCE MANAGEMENT	1,423	1,248	1,090	158	0	175	162	5	8	88	12	11
TRANSPORTATION	**2,135**	**1,901**	**1,778**	**120**	**3**	**234**	**213**	**4**	**17**	**89**	**11**	**10**
WATER, LAND & AIR PROTECTION	1,222	1,109	1,003	106	0	113	100	5	8	91	9	8
AUDITOR GENERAL	**89**	**1**	**1**	**0**	**0**	**88**	**77**	**0**	**11**	**1**	**99**	**87**
BC ASSETS & LAND CORPORATION	241	184	133	51	0	57	53	0	4	76	24	22
BC MENTAL HEALTH SOCIETY	**1,645**	**1,617**	**1,094**	**29**	**494**	**28**	**27**	**0**	**1**	**98**	**2**	**2**
BC PENSION CORPORATION	368	341	341	0	0	27	26	0	1	93	7	7
CHILD, YOUTH & FAMILY ADVOCATE	**11**	**0**	**0**	**0**	**0**	**11**	**5**	**0**	**6**	**0**	**100**	**45**
ELECTIONS	39	0	0	0	0	39	12	0	27	0	100	31
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	**8**	**3**	**3**	**0**	**0**	**5**	**2**	**0**	**3**	**38**	**63**	**25**
FOREST PRACTICES BOARD	37	13	13	0	0	24	21	1	2	35	65	57
FOREST RENEWAL BC	**12**	**5**	**5**	**0**	**0**	**7**	**7**	**0**	**0**	**42**	**58**	**58**
INFORMATION & PRIVACY COMMISSIONER	20	0	0	0	0	20	13	0	7	0	100	65
LIQUOR DISTRIBUTION BRANCH	**3,559**	**3,413**	**3,413**	**0**	**0**	**146**	**145**	**0**	**1**	**96**	**4**	**4**
LODGE AT BROADMEAD	305	293	260	3	30	12	11	0	1	96	4	4
OAK BAY LODGE	303	293	254	0	39	10	8	0	2	97	3	3
OFFICE OF THE PREMIER	160	24	24	0	0	136	71	28	37	15	85	44
OMBUDSMAN	**53**	**0**	**0**	**0**	**0**	**53**	**32**	**0**	**21**	**0**	**100**	**60**
POLICE COMPLAINTS COMMISSIONER	5	0	0	0	0	5	3	0	2	0	100	60
PRODUCT SERVICES	**324**	**301**	**290**	**11**	**0**	**23**	**21**	**0**	**2**	**93**	**7**	**6**
PROVINCIAL CAPITAL COMMISSION	30	27	27	0	0	3	3	0	0	90	10	10
PUBLIC SECTOR EMPLOYERS' COUNCIL	**3**	**0**	**0**	**0**	**0**	**3**	**2**	**0**	**1**	**0**	**100**	**67**
ROYAL BC MUSEUM	109	98	98	0	0	11	11	0	0	90	10	10
TOTAL	**37,761**	**31,866**	**29,638**	**1,471**	**757**	**5,895**	**4,033**	**195**	**1,667**	**84**	**16**	**11**

* Includes salaried physicians
** Order in Council appointments
*** Includes Schedule A employees exempted from the union due to confidential nature of work performed: legal counsel, articling students, senior exec secretaries, exec admin assistants, and judicial admin assistants

PUBLIC SERVICE EMPLOYEES BY EMPLOYEE GROUP, SALARY AND GENDER — March 30, 2002

	TOTAL				REGULAR				AUXILIARY			
	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE	NUMBER	% OF GROUP	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % MALE
BARGAINING UNIT												
BCGEU*												
MALE	11 479	39	44 900		10 113	40	46 300		1 366	33	34 800	
FEMALE	18 159	61	40 000	89	15 384	60	41 100	89	2 775	67	34 100	98
TOTAL	**29,638**	**100**	**41,900**		**25,497**	**100**	**43,100**		**4,141**	**100**	**34,300**	
PEA												
MALE	1 172	80	59 000		1 167	80	59 000		5	38	51 800	
FEMALE	299	20	57 600	98	291	20	57 700	98	8	62	51 700	100
TOTAL	**1,471**	**100**	**58,700**		**1,458**	**100**	**58,700**		**13**	**100**	**51,700**	
NURSES												
MALE	155	20	48 400		125	21	49 100		30	18	45 500	
FEMALE	602	80	47 600	98	468	79	48 200	98	134	82	45 300	100
TOTAL	**757**	**100**	**47,700**		**593**	**100**	**48,400**		**164**	**100**	**45,400**	
TOTAL BARGAINING UNIT												
MALE	12 806	40	46 200		11 405	41	47 600		1 401	32	35 100	
FEMALE	19 060	60	40 500	88	16 143	59	41 600	87	2 917	68	34 700	99
TOTAL	**31,866**	**100**	**42,800**		**27,548**	**100**	**44,100**		**4,318**	**100**	**34,800**	
EXCLUDED												
MANAGEMENT												
MALE	2 325	58	71 500		2 298	58	71 700		27	47	58 200	
FEMALE	1 690	42	66 000	92	1 660	42	66 300	92	30	53	54 200	93
TOTAL	**4,015**	**100**	**69,200**		**3,958**	**100**	**69,400**		**57**	**100**	**56,100**	
OIC**												
MALE	75	38	67 400		75	39	67 400		0	0	0	
FEMALE	120	62	51 900	77	119	61	52 100	77	1	100	31 000	0
TOTAL	**195**	**100**	**57,800**		**194**	**100**	**58,000**		**1**	**100**	**31,000**	
PHYSICIANS												
MALE 14		78	109 900		14	78	109 900		0	0	0	
FEMALE	4	22	103 700	94	4	22	103 700	94	0	0	0	0
TOTAL	**18**	**100**	**108,500**		**18**	**100**	**108,500**		**0**	**100**	**0**	
OTHER***												
MALE	477	29	73 400		435	29	76 600		42	28	40 300	
FEMALE	1 190	71	49 100	67	1 081	71	50 300	66	109	72	36 900	92
TOTAL	**1,667**	**100**	**56,000**		**1,516**	**100**	**57,900**		**151**	**100**	**37,800**	
TOTAL EXCLUDED												
MALE	2 891	49	71 900		2 822	50	72 500		69	33	47 300	
FEMALE	3 004	51	58 800	82	2 864	50	59 700	82	140	67	40 600	86
TOTAL	**5,895**	**100**	**65,200**		**5,686**	**100**	**66,100**		**209**	**100**	**42,800**	
TOTAL GOVERNMENT												
MALE	15 697	42	50 900		14 227	43	52 500		1 470	32	35 600	
FEMALE	22 064	58	43 000	84	19 007	57	44 300	84	3 057	68	34 900	98
TOTAL	**37,761**	**100**	**46,300**		**33,234**	**100**	**47,800**		**4,527**	**100**	**35,200**	

* BC Government and Service Employees Union

** Order in Council appointments

*** Includes Schedule A employees exempted from the union due to confidential nature of work performed legal counsel articling students senior exec secretaries exec admin assistants and judicial admin assistants Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EMPLOYEES BY EMPLOYEE GROUP, GENDER AND AGE — March 30, 2002

EMPLOYEE GROUP	< 25 YEARS NUMBER	%	25-34 YEARS NUMBER	%	35-44 YEARS NUMBER	%	45-54 YEARS NUMBER	%	55-64 YEARS NUMBER	%	> 64 YEARS NUMBER	%	ALL AGES NUMBER	%	AVERAGE AGE
BARGAINING UNIT															
BCGEU*															
MALE	223	2	1 948	17	3 474	30	4 431	39	1 403	12	0	—	11 479	100	44
FEMALE	368	2	3 586	20	6 134	34	6 210	34	1 860	10	1	<1	18 159	100	43
TOTAL	**591**	**2**	**5,534**	**19**	**9,608**	**32**	**10,641**	**36**	**3,263**	**11**	**1**	**—**	**29,638**	**100**	**43**
PEA															
MALE	1	<1	75	6	370	32	529	45	196	17	1	<1	1 172	100	47
FEMALE	4	1	69	23	135	45	77	26	14	5	0	—	299	100	41
TOTAL	**5**	**<1**	**144**	**10**	**505**	**34**	**606**	**41**	**210**	**14**	**1**	**<1**	**1,471**	**100**	**45**
NURSES															
MALE	1	<1	17	11	24	15	49	32	64	41	0	—	155	100	50
FEMALE	13	2	95	16	138	23	232	39	123	20	1	<1	602	100	46
TOTAL	**14**	**2**	**112**	**15**	**162**	**21**	**281**	**37**	**187**	**25**	**1**	**<1**	**757**	**100**	**46**
TOTAL BARGAINING UNIT															
MALE	225	2	2 040	16	3 868	30	5 009	39	1 663	13	1	<1	12 806	100	44
FEMALE	385	2	3 750	20	6 407	34	6 519	34	1 997	10	2	<1	19 060	100	43
TOTAL	**610**	**2**	**5,790**	**18**	**10,275**	**32**	**11,528**	**36**	**3,660**	**11**	**3**	**<1**	**31,866**	**100**	**43**
EXCLUDED															
MANAGEMENT															
MALE	5	<1	84	4	471	20	1 264	54	500	22	1	<1	2 325	100	49
FEMALE	8	<1	139	8	535	32	817	48	191	11	0	—	1 690	100	46
TOTAL	**13**	**<1**	**223**	**6**	**1,006**	**25**	**2,081**	**52**	**691**	**17**	**1**	**<1**	**4 015**	**100**	**48**
OIC**															
MALE	3	4	23	31	15	20	25	33	8	11	1	1	75	100	42
FEMALE	3	3	31	26	34	28	37	31	15	13	0	—	120	100	42
TOTAL	**6**	**3**	**54**	**28**	**49**	**25**	**62**	**32**	**23**	**12**	**1**	**<1**	**195**	**100**	**42**
SALARIED PHYSICIANS															
MALE	0	—	0	—	1	7	6	43	7	50	0	—	14	100	53
FEMALE	0	—	0	—	1	25	2	50	1	25	0	—	4	100	53
TOTAL	**0**	**—**	**0**	**—**	**2**	**11**	**8**	**44**	**8**	**44**	**0**	**—**	**18**	**100**	**53**
OTHER***															
MALE	6	1	93	20	157	33	160	34	61	13	0	—	477	100	43
FEMALE	13	1	252	21	421	35	388	33	116	10	0	—	1 190	100	42
TOTAL	**19**	**1**	**345**	**21**	**578**	**35**	**548**	**33**	**177**	**11**	**0**	**—**	**1,667**	**100**	**43**
TOTAL EXCLUDED															
MALE	14	<1	200	7	644	22	1 455	50	576	20	2	<1	2 891	100	48
FEMALE	24	<1	422	14	991	33	1 244	41	323	11	0	—	3 004	100	44
TOTAL	**38**	**<1**	**622**	**11**	**1,635**	**28**	**2,699**	**46**	**899**	**15**	**2**	**<1**	**5,895**	**100**	**46**
TOTAL GOVERNMENT															
MALE	239	2	2 240	14	4 512	29	6 464	41	2 239	14	3	<1	15 697	100	45
FEMALE	409	2	4 172	19	7 398	34	7 763	35	2 320	11	2	<1	22 064	100	43
TOTAL	**648**	**2**	**6,412**	**17**	**11,910**	**32**	**14,227**	**38**	**4,559**	**12**	**5**	**<1**	**37,761**	**100**	**44**

* BC Government and Service Employees' Union

** Order in Council appointments

*** Includes: Schedule A employees exempted from the union due to confidential nature of work performed: legal counsel; articling students; senior exec secretaries; exec admin assistants; and judicial admin assistants

PUBLIC SERVICE EMPLOYEES BY MINISTRY AND GENDER — March 30, 2002

	FEMALE EMPLOYEES			MALE EMPLOYEES			TOTAL EMPLOYEES			
MINISTRY	NUMBER	%	AVERAGE ANNUAL SALARY($)	NUMBER	%	AVERAGE ANNUAL SALARY($)	NUMBER	%	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % OF MALE SALARY
ADVANCED EDUCATION	**235**	**70**	**43,700**	**103**	**30**	**58,300**	**338**	**100**	**48,100**	**75**
AGRICULTURE FOOD & FISHERIES	157	48	45 600	169	52	60 100	326	100	53 100	76
ATTORNEY GENERAL & TREATY NEGOTIATIONS	**2,485**	**67**	**45,800**	**1,221**	**33**	**58,200**	**3,706**	**100**	**49,900**	**79**
CHILDREN & FAMILY DEVELOPMENT	3 749	73	46 100	1 376	27	51 000	5 125	100	47 400	90
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	**705**	**63**	**43,700**	**414**	**37**	**55,600**	**1,119**	**100**	**48,100**	**79**
COMPETITION SCIENCE & ENTERPRISE	147	54	46 200	123	46	65 400	270	100	55 000	71
EDUCATION	**271**	**71**	**45,500**	**111**	**29**	**60,000**	**382**	**100**	**49,700**	**76** *
ENERGY & MINES	154	45	42 300	185	55	60 600	339	100	52 300	70
FINANCE	**359**	**60**	**47,000**	**241**	**40**	**61,300**	**600**	**100**	**52,700**	**77**
FORESTS	1 294	36	42 900	2 278	64	53 100	3 572	100	49 400	81
HEALTH PLANNING	**25**	**74**	**51,200**	**9**	**26**	**88,400**	**34**	**100**	**61,000**	**58**
HEALTH SERVICES	1 287	74	42 500	454	26	54 400	1 741	100	45 600	78
HUMAN RESOURCES	**2,533**	**82**	**40,800**	**584**	**18**	**46,400**	**3,097**	**100**	**41,800**	**88**
MANAGEMENT SERVICES	602	57	47 900	455	43	59 700	1 057	100	53 000	80
PROVINCIAL REVENUE	**425**	**56**	**43,800**	**329**	**44**	**53,900**	**754**	**100**	**48,200**	**81**
PUBLIC SAFTEY & SOLICITOR GENERAL	1 282	45	42 800	1 568	55	45 900	2 850	100	44 500	93
SKILLS DEVELOPMENT & LABOUR	**234**	**67**	**44,300**	**116**	**33**	**62,900**	**350**	**100**	**50,500**	**70**
SUSTAINABLE RESOURCE MANAGEMENT	663	47	44 500	760	53	53 800	1 423	100	49 400	83
TRANSPORTATION	**627**	**29**	**41 900**	**1,508**	**71**	**49 000**	**2,135**	**100**	**46 900**	**85**
WATER LAND & AIR PROTECTION	400	33	44 300	822	67	54 700	1 222	100	51 300	81
AUDITOR GENERAL	**46**	**52**	**51,500**	**43**	**48**	**67,400**	**89**	**100**	**59,200**	**76**
BC ASSETS & LAND CORPORATION	131	54	42 400	110	46	60 000	241	100	50 400	71
BC MENTAL HEALTH SOCIETY	**1,156**	**70**	**40,400**	**489**	**30**	**41,200**	**1,645**	**100**	**40,600**	**98**
BC PENSION CORPORATION	289	79	41 500	79	21	49 300	368	100	43 200	84
CHILD, YOUTH & FAMILY ADVOCATE	**9**	**82**	**49,200**	**2**	**18**	**73,800**	**11**	**100**	**53,700**	**67**
ELECTIONS	27	69	46 500	12	31	50 700	39	100	47 800	92
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	**7**	**88**	**52,600**	**1**	**13**	**34,700**	**8**	**100**	**50,300**	**151**
FOREST PRACTICES BOARD	14	38	47 000	23	62	73 400	37	100	63 400	64
FOREST RENEWAL BC	**8**	**67**	**48,700**	**4**	**33**	**77,500**	**12**	**100**	**58,300**	**63**
INFORMATION & PRIVACY COMMISSIONER	13	65	55 000	7	35	80 600	20	100	64 000	68
LIQUOR DISTRIBUTION BRANCH	**1,907**	**54**	**34,900**	**1,652**	**46**	**38,500**	**3,559**	**100**	**36,800**	**91**
LODGE AT BROADMEAD	219	72	37 100	86	28	37 400	305	100	37 200	99
OAK BAY LODGE	**242**	**80**	**36,900**	**61**	**20**	**35,700**	**303**	**100**	**36,600**	**103**
OFFICE OF THE PREMIER	110	69	54 300	50	31	76 900	160	100	61 400	71
OMBUDSMAN	**35**	**66**	**54,300**	**18**	**34**	**68,900**	**53**	**100**	**59,300**	**79**
POLICE COMPLAINTS COMMISSIONER	3	60	58 900	2	40	83 000	5	100	68 500	71
PRODUCT SERVICES	**139**	**43**	**38,700**	**185**	**57**	**40,300**	**324**	**100**	**39,600**	**96**
PROVINCIAL CAPITAL COMMISSION	19	63	36 100	11	37	50 400	30	100	41 300	72
PUBLIC SECTOR EMPLOYERS' COUNCIL	**2**	**67**	**53,800**	**1**	**33**	**134,300**	**3**	**100**	**80,600**	**40**
ROYAL BC MUSEUM	54	50	41 700	55	50	49 100	109	100	45 400	85
TOTAL GOVERNMENT PSA	**22,064**	**58**	**43,000**	**15,697**	**42**	**60,900**	**37,761**	**100**	**46,300**	**84**

* Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EMPLOYEES BY EMPLOYEE GROUP, GENDER AND AGE — March 30, 2002

EMPLOYEE GROUP	< 25 YEARS NUMBER	%	25-34 YEARS NUMBER	%	35-44 YEARS NUMBER	%	45-54 YEARS NUMBER	%	55-64 YEARS NUMBER	%	> 64 YEARS NUMBER	%	ALL AGES NUMBER	%	AVERAGE AGE
BARGAINING UNIT															
BCGEU*															
MALE	223	2	1 946	17	3 474	30	4 431	39	1 403	12	0	—	11 479	100	44
FEMALE	368	2	3 586	20	6 134	34	6 210	34	1 860	10	1	<1	18 159	100	43
TOTAL	**591**	**2**	**5.534**	**19**	**9.608**	**32**	**10.641**	**36**	**3,263**	**11**	**1**	**—**	**29.638**	**100**	**43**
PEA															
MALE	1	<1	75	6	370	32	529	45	196	17	1	<1	1 172	100	47
FEMALE	4	1	69	23	135	45	77	26	14	5	0	—	299	100	41
TOTAL	**5**	**<1**	**144**	**10**	**505**	**34**	**606**	**41**	**210**	**14**	**1**	**<1**	**1,471**	**100**	**45**
NURSES															
MALE	1	<1	17	11	24	15	49	32	64	41	0	—	155	100	50
FEMALE	13	2	95	16	138	23	232	39	123	20	1	<1	602	100	46
TOTAL	**14**	**2**	**112**	**15**	**162**	**21**	**281**	**37**	**187**	**25**	**1**	**<1**	**757**	**100**	**46**
TOTAL BARGAINING UNIT															
MALE	225	2	2 040	16	3 868	30	5 009	39	1 663	13	1	<1	12 806	100	44
FEMALE	385	2	3 750	20	6 407	34	6 519	34	1 997	10	2	<1	19 060	100	43
TOTAL	**610**	**2**	**5,790**	**18**	**10,275**	**32**	**11,528**	**36**	**3,660**	**11**	**3**	**<1**	**31,866**	**100**	**43**
EXCLUDED															
MANAGEMENT															
MALE	5	<1	84	4	471	20	1 264	54	500	22	1	<1	2 325	100	49
FEMALE	8	<1	139	8	535	32	817	48	191	11	0	—	1 690	100	46
TOTAL	**13**	**<1**	**223**	**6**	**1,006**	**25**	**2,081**	**52**	**691**	**17**	**1**	**<1**	**4 015**	**100**	**48**
OIC**															
MALE	3	4	23	31	15	20	25	33	8	11	1	1	75	100	42
FEMALE	3	3	31	26	34	28	37	31	15	13	0	—	120	100	42
TOTAL	**6**	**3**	**54**	**28**	**49**	**25**	**62**	**32**	**23**	**12**	**1**	**<1**	**195**	**100**	**42**
SALARIED PHYSICIANS															
MALE	0	—	0	—	1	7	6	43	7	50	0	—	14	100	53
FEMALE	0	—	0	—	1	25	2	50	1	25	0	—	4	100	53
TOTAL	**0**	**—**	**0**	**—**	**2**	**11**	**8**	**44**	**8**	**44**	**0**	**—**	**18**	**100**	**53**
OTHER***															
MALE	6	1	93	20	157	33	160	34	61	13	0	—	477	100	43
FEMALE	13	1	252	21	421	35	388	33	116	10	0	—	1 190	100	42
TOTAL	**19**	**1**	**345**	**21**	**578**	**35**	**548**	**33**	**177**	**11**	**0**	**—**	**1,667**	**100**	**43**
TOTAL EXCLUDED															
MALE	14	<1	200	7	644	22	1 455	50	576	20	2	<1	2 891	100	48
FEMALE	24	<1	422	14	991	33	1 244	41	323	11	0	—	3 004	100	44
TOTAL	**38**	**<1**	**622**	**11**	**1,635**	**28**	**2,699**	**46**	**899**	**15**	**2**	**<1**	**5,895**	**100**	**46**
TOTAL GOVERNMENT															
MALE	239	2	2 240	14	4 512	29	6 464	41	2 239	14	3	<1	15 697	100	45
FEMALE	409	2	4 172	19	7 398	34	7 763	35	2 320	11	2	<1	22 064	100	43
TOTAL	**648**	**2**	**6 412**	**17**	**11,910**	**32**	**14 227**	**38**	**4,559**	**12**	**5**	**<1**	**37,761**	**100**	**44**

* BC Government and Service Employees' Union

** Order in Council appointments

*** Includes: Schedule A employees exempted from the union due to confidential nature of work performed: legal counsel; articling students; senior exec secretaries; exec admin assistants; and judicial admin assistants.

PUBLIC SERVICE EMPLOYEES BY MINISTRY AND GENDER — March 30, 2002

	FEMALE EMPLOYEES			MALE EMPLOYEES			TOTAL EMPLOYEES			
MINISTRY	NUMBER	%	AVERAGE ANNUAL SALARY($)	NUMBER	%	AVERAGE ANNUAL SALARY($)	NUMBER	%	AVERAGE ANNUAL SALARY($)	FEMALE SALARY AS % OF MALE SALARY
ADVANCED EDUCATION	**235**	**70**	**43,700**	**103**	**30**	**58,300**	**338**	**100**	**48,100**	**75**
AGRICULTURE FOOD & FISHERIES	157	48	45 600	169	52	60 100	326	100	53 100	76
ATTORNEY GENERAL & TREATY NEGOTIATIONS	**2,485**	**67**	**45,800**	**1,221**	**33**	**58,200**	**3,706**	**100**	**49,900**	**79**
CHILDREN & FAMILY DEVELOPMENT	3 749	73	46 100	1 376	27	51 000	5 125	100	47 400	90
COMMUNITY, ABORIGINAL & WOMEN'S SERVICES	**705**	**63**	**43,700**	**414**	**37**	**55,600**	**1,119**	**100**	**48,100**	**79**
COMPETITION SCIENCE & ENTERPRISE	147	54	46 200	123	46	65 400	270	100	55 000	71
EDUCATION	**271**	**71**	**45,500**	**111**	**29**	**60,000**	**382**	**100**	**49,700**	**76** *
ENERGY & MINES	154	45	42 300	185	55	60 600	339	100	52 300	70
FINANCE	**359**	**60**	**47,000**	**241**	**40**	**61,300**	**600**	**100**	**52,700**	**77**
FORESTS	1 294	36	42 900	2 278	64	53 100	3 572	100	49 400	81
HEALTH PLANNING	**25**	**74**	**51,200**	**9**	**26**	**88,400**	**34**	**100**	**61,000**	**58**
HEALTH SERVICES	1 287	74	42 500	454	26	54 400	1 741	100	45 600	78
HUMAN RESOURCES	**2,533**	**82**	**40,800**	**564**	**18**	**46,400**	**3,097**	**100**	**41,800**	**88**
MANAGEMENT SERVICES	602	57	47 900	455	43	59 700	1 057	100	53 000	80
PROVINCIAL REVENUE	**425**	**56**	**43,800**	**329**	**44**	**53,900**	**754**	**100**	**48,200**	**81**
PUBLIC SAFTEY & SOLICITOR GENERAL	1 282	45	42 800	1 568	55	45 900	2 850	100	44 500	93
SKILLS DEVELOPMENT & LABOUR	**234**	**67**	**44,300**	**116**	**33**	**62 900**	**350**	**100**	**50,500**	**70**
SUSTAINABLE RESOURCE MANAGEMENT	663	47	44 500	760	53	53 800	1 423	100	49 400	83
TRANSPORTATION	**627**	**29**	**41 900**	**1,508**	**71**	**49 000**	**2,135**	**100**	**46 900**	**85**
WATER LAND & AIR PROTECTION	400	33	44 300	822	67	54 700	1 222	100	51 300	81
AUDITOR GENERAL	**46**	**52**	**51,500**	**43**	**48**	**67,400**	**89**	**100**	**59,200**	**76**
BC ASSETS & LAND CORPORATION	131	54	42 400	110	46	60 000	241	100	50 400	71
BC MENTAL HEALTH SOCIETY	**1,156**	**70**	**40,400**	**489**	**30**	**41,200**	**1,645**	**100**	**40,600**	**98**
BC PENSION CORPORATION	289	79	41 500	79	21	49 300	368	100	43 200	84
CHILD, YOUTH & FAMILY ADVOCATE	**9**	**82**	**49,200**	**2**	**18**	**73,800**	**11**	**100**	**53,700**	**67**
ELECTIONS	27	69	46 500	12	31	50 700	39	100	47 800	92
ENVIRONMENTAL BOARDS & FOREST COMMISSIONS	**7**	**88**	**52,600**	**1**	**13**	**34,700**	**8**	**100**	**50,300**	**151**
FOREST PRACTICES BOARD	14	38	47 000	23	62	73 400	37	100	63 400	64
FOREST RENEWAL BC	**8**	**67**	**48,700**	**4**	**33**	**77,500**	**12**	**100**	**58,300**	**63**
INFORMATION & PRIVACY COMMISSIONER	13	65	55 000	7	35	80 600	20	100	64 000	68
LIQUOR DISTRIBUTION BRANCH	**1,907**	**54**	**34,900**	**1,652**	**46**	**38,500**	**3,559**	**100**	**36,600**	**91**
LODGE AT BROADMEAD	219	72	37 100	86	28	37 400	305	100	37 200	99
OAK BAY LODGE	**242**	**80**	**36,900**	**61**	**20**	**35,700**	**303**	**100**	**36,600**	**103**
OFFICE OF THE PREMIER	110	69	54 300	50	31	76 900	160	100	61 400	71
OMBUDSMAN	**35**	**66**	**54,300**	**18**	**34**	**68,900**	**53**	**100**	**59,300**	**79**
POLICE COMPLAINTS COMMISSIONER	3	60	58 900	2	40	83 000	5	100	68 500	71
PRODUCT SERVICES	**139**	**43**	**38,700**	**185**	**57**	**40,300**	**324**	**100**	**39,600**	**96**
PROVINCIAL CAPITAL COMMISSION	19	63	36 100	11	37	50 400	30	100	41 300	72
PUBLIC SECTOR EMPLOYERS' COUNCIL	**2**	**67**	**53,800**	**1**	**33**	**134,300**	**3**	**100**	**80,600**	**40**
ROYAL BC MUSEUM	54	50	41 700	55	50	49 100	109	100	45 400	85
TOTAL GOVERNMENT PSA	**22,064**	**58**	**43,000**	**15,697**	**42**	**50,900**	**37,761**	**100**	**46,300**	**84**

* Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EXCLUDED EMPLOYEES BY GROUP AND TYPE — March 30, 2002

	TOTAL			REGULAR		AUXILIARY	
	NUMBER	AS % OF GROUP	AVERAGE ANNUAL SALARY($)	NUMBER	AVERAGE ANNUAL SALARY($)	NUMBER	AVERAGE ANNUAL SALARY($)
MANAGEMENT							
DEPUTY MINISTER	50	1	153,500	50	153,500	—	—
ASSOC DEPUTY MINISTER	2	<1	115,300	2	115,300	—	—
ASS'T DEPUTY MINISTER	92	2	103,500	92	103,500	—	—
MGMT LEVELS 01-12	3,871	96	67,300	3,814	67,400	57	56,100
LEGAL OFFICER	—	—	—	—	—	—	—
BCSC MANAGER	—	—	—	—	—	—	—
TOTAL	**4,015**	**100**	**69,200**	**3,958**	**69,400**	**57**	**56,100**
OIC							
CATEGORY B*	42	22	34,900	41	35,000	1	31,000
SENIOR EXEC SECRETARY	—	—	—	—	—	—	—
EXECUTIVE SECRETARY	—	—	—	—	—	—	—
ADMINISTRATIVE ASSIST	23	12	46,100	23	46,100	—	—
MINISTERIAL ASSISTANT	28	14	63,100	28	63,100	—	—
EXECUTIVE ASSISTANT	25	13	49,700	25	49,700	—	—
SPECIAL ASSISTANT	—	—	—	—	—	—	—
COURT REPORTER	—	—	—	—	—	—	—
OTHER OIC	77	39	74,600	77	74,600	—	—
COURT REFEREE	—	—	—	—	—	—	—
TOTAL	**195**	**100**	**57,800**	**194**	**58,000**	**1**	**31,000**
SALARIED PHYSICIANS							
SPECIALIST	3	17	98,100	3	98,100	—	—
ADMINISTRATOR	15	83	110,500	15	110,500	—	—
TOTAL	**18**	**100**	**108,500**	**18**	**108,500**	—	—
OTHER							
SCHEDULE A**	854	51	38,900	731	39,900	123	33,400
SENIOR EXEC SECRETARY	35	2	44,600	34	44,600	1	44,900
EXECUTIVE SECRETARY	103	6	40,700	94	40,900	9	38,700
ARTICLED STUDENT	—	—	—	—	—	—	—
< 60 DAY STATUTORY	—	—	—	—	—	—	—
LEGISLATIVE LIBRARY	—	—	—	—	—	—	—
JUDICIAL ADMIN ASST	65	4	38,900	64	39,000	1	34,400
LEGAL COUNSEL	610	37	85,000	593	85,500	17	69,000
TOTAL	**1,667**	**100**	**56,000**	**1,516**	**57,900**	**151**	**37,800**
TOTAL EXCLUDED	**5,895**	**100**	**65,200**	**5,686**	**66,100**	**209**	**42,800**

Salaries based on payroll data and rounded to nearest $100

* Administrative support, Minister's office

** Bargaining unit classifications excluded from union membership due to confidential nature of work

PUBLIC SERVICE MANAGEMENT EMPLOYEES BY LEVEL AND GENDER — March 30, 2002

LEVEL	GENDER	COUNT	AS % OF LEVEL	AS % OF TOTAL MGMNT.	AVERAGE ANNUAL SALARY ($)	FEMALE SALARY AS % OF MALE SALARY
1	MALE	22	19	<1	43 800	
	FEMALE	91	81	5	46 000	105
	TOTAL	**113**	**100**	**3**	**45,600**	
2	MALE	159	41	7	52 700	
	FEMALE	230	59	14	52 600	100
	TOTAL	**389**	**100**	**10**	**52,600**	
3	MALE	276	44	12	59 100	
	FEMALE	348	56	21	58 600	99
	TOTAL	**624**	**100**	**16**	**58,800**	
4	MALE	560	60	24	65 100	
	FEMALE	366	40	22	64 900	100
	TOTAL	**926**	**100**	**23**	**65,000**	
5	MALE	494	64	21	69 700	
	FEMALE	278	36	16	69 100	99
	TOTAL	**772**	**100**	**19**	**69,500**	
6	MALE	319	66	14	75 400	
	FEMALE	163	34	10	75 300	100
	TOTAL	**482**	**100**	**12**	**75,400**	
7	MALE	205	69	9	81 000	
	FEMALE	94	31	6	80 700	100
	TOTAL	**299**	**100**	**7**	**80,900**	
8	MALE	159	72	7	87 200	
	FEMALE	62	28	4	87 000	100
	TOTAL	**221**	**100**	**6**	**87,200**	
9	MALE	23	58	<1	95 500	
	FEMALE	17	43	1	96 500	101
	TOTAL	**40**	**100**	**1**	**95,900**	
10	MALE	52	71	2	103 300	
	FEMALE	21	29	1	101 400	98
	TOTAL	**73**	**100**	**2**	**102,700**	
11	MALE	15	79	<1	111 500	
	FEMALE	4	21	<1	103 500	93
	TOTAL	**19**	**100**	**<1**	**109,800**	
12	MALE	38	70	2	149 600	
	FEMALE	16	30	<1	158 300	106
	TOTAL	**54**	**100**	**1**	**152,200**	
UNDER REVIEW/ UNKNOWN	MALE	3	100	<1	68 800	
	FEMALE	0	—	—	0	—
	TOTAL	**3**	**100**	**<1**	**68,800**	
TOTAL	MALE	2 325	58	100	71 500	
	FEMALE	1 690	42	100	66 000	92
	TOTAL	**4,015**	**100**	**100**	**69,200**	

Salaries based on payroll data and rounded to nearest $100

PUBLIC SERVICE EXCLUDED EMPLOYEES BY GROUP AND TYPE — March 30, 2002

	TOTAL			REGULAR		AUXILIARY	
	NUMBER	AS % OF GROUP	AVERAGE ANNUAL SALARY($)	NUMBER	AVERAGE ANNUAL SALARY($)	NUMBER	AVERAGE ANNUAL SALARY($)
MANAGEMENT							
DEPUTY MINISTER	50	1	153,500	50	153,500	—	—
ASSOC DEPUTY MINISTER	2	<1	115,300	2	115,300	—	—
ASS'T DEPUTY MINISTER	92	2	103,500	92	103,500	—	—
MGMT LEVELS 01-12	3,871	96	67,300	3,814	67,400	57	56,100
LEGAL OFFICER	—	—	—	—	—	—	—
BCSC MANAGER	—	—	—	—	—	—	—
TOTAL	**4,015**	**100**	**69,200**	**3,958**	**69,400**	**57**	**56,100**
OIC							
CATEGORY B*	42	22	34,900	41	35,000	1	31,000
SENIOR EXEC SECRETARY	—	—	—	—	—	—	—
EXECUTIVE SECRETARY	—	—	—	—	—	—	—
ADMINISTRATIVE ASSIST	23	12	46,100	23	46,100	—	—
MINISTERIAL ASSISTANT	28	14	63,100	28	63,100	—	—
EXECUTIVE ASSISTANT	25	13	49,700	25	49,700	—	—
SPECIAL ASSISTANT	—	—	—	—	—	—	—
COURT REPORTER	—	—	—	—	—	—	—
OTHER OIC	77	39	74,600	77	74,600	—	—
COURT REFEREE	—	—	—	—	—	—	—
TOTAL	**195**	**100**	**57,800**	**194**	**58,000**	**1**	**31,000**
SALARIED PHYSICIANS							
SPECIALIST	3	17	98,100	3	98,100	—	—
ADMINISTRATOR	15	83	110,500	15	110,500	—	—
TOTAL	**18**	**100**	**108,500**	**18**	**108,500**	—	—
OTHER							
SCHEDULE A**	854	51	38,900	731	39,900	123	33,400
SENIOR EXEC SECRETARY	35	2	44,600	34	44,600	1	44,900
EXECUTIVE SECRETARY	103	6	40,700	94	40,900	9	38,700
ARTICLED STUDENT	—	—	—	—	—	—	—
< 60 DAY STATUTORY	—	—	—	—	—	—	—
LEGISLATIVE LIBRARY	—	—	—	—	—	—	—
JUDICIAL ADMIN ASST	65	4	38,900	64	39,000	1	34,400
LEGAL COUNSEL	610	37	85,000	593	85,500	17	69,000
TOTAL	**1,667**	**100**	**56,000**	**1,516**	**57,900**	**151**	**37,800**
TOTAL EXCLUDED	**5,895**	**100**	**65,200**	**5,686**	**66,100**	**209**	**42,800**

Salaries based on payroll data and rounded to nearest $100

* Administrative support. Minister's office

** Bargaining unit classifications excluded from union membership due to confidential nature of work

PUBLIC SERVICE MANAGEMENT EMPLOYEES BY LEVEL AND GENDER — March 30, 2002

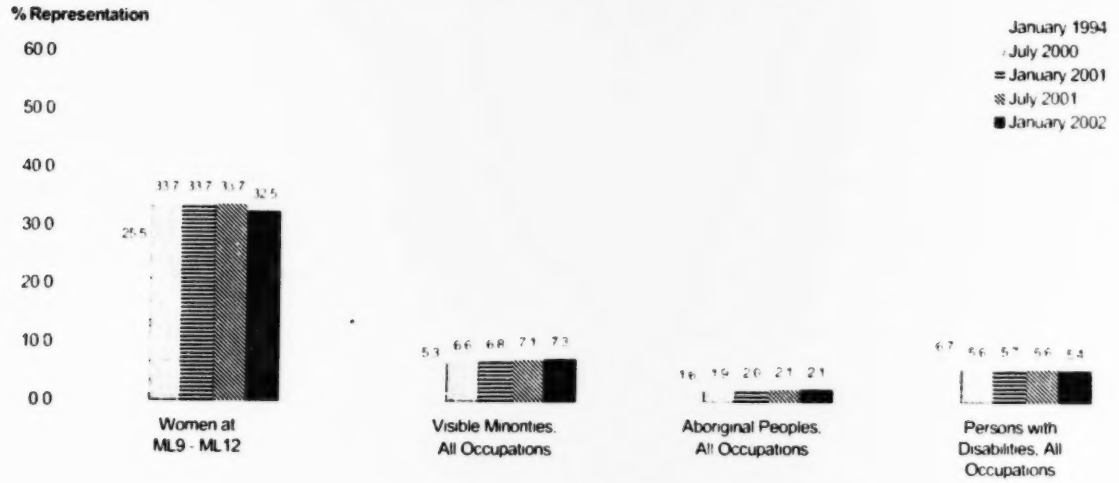
LEVEL	GENDER	COUNT	AS % OF LEVEL	AS % OF TOTAL MGMNT.	AVERAGE ANNUAL SALARY ($)	FEMALE SALARY AS % OF MALE SALARY
1	MALE	22	19	<1	43 800	
	FEMALE	91	81	5	46 000	105
	TOTAL	**113**	**100**	**3**	**45,600**	
2	MALE	159	41	7	52 700	
	FEMALE	230	59	14	52 600	100
	TOTAL	**389**	**100**	**10**	**52,600**	
3	MALE	276	44	12	59 100	
	FEMALE	348	56	21	58 600	99
	TOTAL	**624**	**100**	**16**	**58,800**	
4	MALE	560	60	24	65 100	
	FEMALE	366	40	22	64 900	100
	TOTAL	**926**	**100**	**23**	**65,000**	
5	MALE	494	64	21	69 700	
	FEMALE	278	36	16	69 100	99
	TOTAL	**772**	**100**	**19**	**69,500**	
6	MALE	319	66	14	75 400	
	FEMALE	163	34	10	75 300	100
	TOTAL	**482**	**100**	**12**	**75,400**	
7	MALE	205	69	9	81 000	
	FEMALE	94	31	6	80 700	100
	TOTAL	**299**	**100**	**7**	**80,900**	
8	MALE	159	72	7	87 200	
	FEMALE	62	28	4	87 000	100
	TOTAL	**221**	**100**	**6**	**87,200**	
9	MALE	23	58	<1	95 500	
	FEMALE	17	43	1	96 500	101
	TOTAL	**40**	**100**	**1**	**95,900**	
10	MALE	52	71	2	103 300	
	FEMALE	21	29	1	101 400	98
	TOTAL	**73**	**100**	**2**	**102,700**	
11	MALE	15	79	<1	111 500	
	FEMALE	4	21	<1	103 500	93
	TOTAL	**19**	**100**	**<1**	**109,800**	
12	MALE	38	70	2	149 600	
	FEMALE	16	30	<1	158 300	106
	TOTAL	**54**	**100**	**1**	**152,200**	
UNDER REVIEW/ UNKNOWN	MALE	3	100	<1	68 800	
	FEMALE	0	—	—	0	—
	TOTAL	**3**	**100**	**<1**	**68,800**	
TOTAL	MALE	2 325	58	100	71 500	
	FEMALE	1 690	42	100	66 000	92
	TOTAL	**4,015**	**100**	**100**	**69,200**	

Salaries based on payroll data and rounded to nearest $100

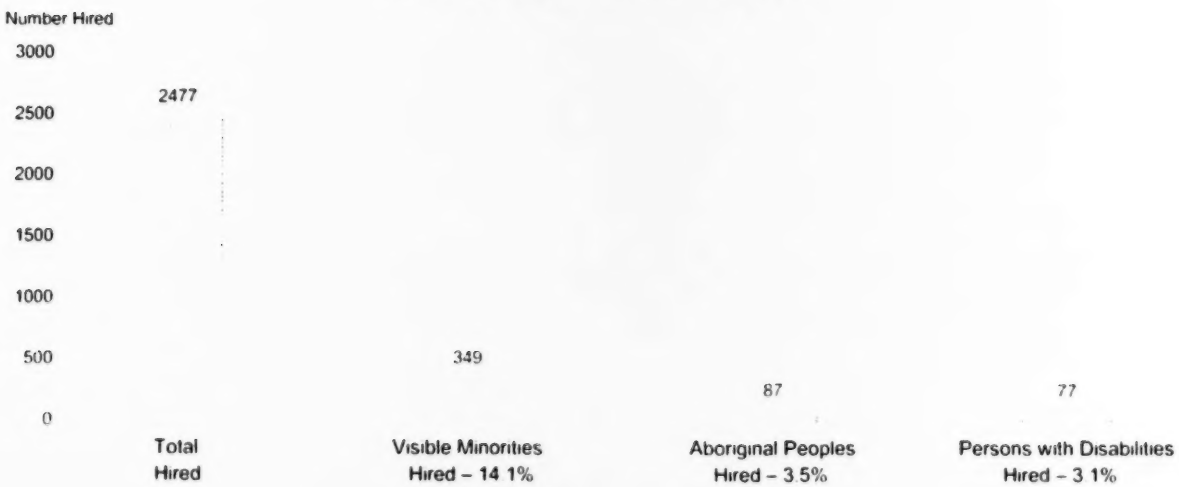
Government Wide Indicators of Progress Regular Employees

January 2002

% Representation by Designated Group



Hiring of Regular Employees January 2001 to January 2002



NOTES: (1) Some historical data have been adjusted in order to reflect organizational changes that have occurred in previous periods. Where adjustments have been made, representation rates may not match historical reports.
(2) Meaningful data for ML9 - ML12 cannot be produced for ministries for periods prior to January 1999 due to reorganization of government.

Regular Employees Hired from Under-represented Groups — January 1998 – January 2002

Designated Groups	January 1998 – January 1999		January 1999 – January 2000		January 2000 – January 2001		January 2001 – January 2002	
	Total # Hired	% of total hired	Total # Hired	% of total hired	Total # Hired	% of total hired	Total # Hired	% of total hired
Visible Minorities	167	9	229	12	250	13	152	12
Aboriginal People	64	4	40	2	73	4	36	3
Persons with Disabilities	41	2	55	3	53	3	40	3
Total Hired	**1,853**		**1,901**		**1,980**		**1,249**	

Hiring Rate* of Under-represented Groups — Regular Employees (January 1996 – January 2002)

	All Government	Aboriginal	Visible Minorities	Employees with Disabilities
1996	9.8	11.9	9.3	5.9
1997	7.8	8.0	9.4	3.6
1998	4.4	4.7	6.0	2.5
1999	5.7	10.8	8.4	2.2
2000	5.8	6.6	10.8	3.0
2001	6.0	11.1	11.1	2.9
2002	3.8	5.2	6.3	2.2

*Hires as a percent of employees.

Movement of Employees — January 2001 - January 2002

		Regular			Auxiliary		
		Women	Men	Total	Women	Men	Total
Employed January 2001 (not adj for reorg)		18.604	14.493	33.097	4.191	1.960	6.151
Employed July 2001		18.786	14 452	33 238	4.659	3 080	7 739
Employed January 2002		18.893	14.328	33.221	3.663	1.773	5 436
Hiring							
Hired from Outside[1]	**Number**	784	465	1249	2.242	1 914	4 156
	% Share	62 8	37 2	100 0	53 9	46 1	100 0
Total New Hires	**Number**	784	465	1,249	2.242	1,914	4,156
	% Share	62.8	37 2	100 0	53.9	46.1	100 0
Changed Status from Auxiliary to Regular[2]	**Number**	849	379	1228			
	% Share	69 1	30 9	100 0			
Total New Regulars	**Number**	1,633	844	2,477			
	% Share	65.9	34.1	100.0			
Separations							
Retired	**Number**	164	207	371	3	2	5
	% Share	44 2	55 8	100 0	60 0	40 0	100 0
Left BC Gov t for Other Reason	**Number**	700	462	1 162	1.851	1 706	3 557
	% Share	60 2	39 8	100 0	52 0	48 0	100 0
Total Separations	**Number**	864	669	1,533	1,854	1,708	3,562
	% Share	56.4	43.6	100.0	52 0	48 0	100 0
Promotions							
Promoted Within Same Ministry	**Number**	2.232	1.608	3.840	248	195	443
	% Share	58 1	41 9	100 0	56 0	44 0	100 0
Promoted from Other Ministry	**Number**	339	142	481	57	24	81
	% Share	70 5	29 5	100 0	70 4	29 6	100 0
Total Promotions	**Number**	2,571	1,750	4,321	305	219	524
	% Share	59.5	40.5	100.0	58 2	41.8	100 0

[1] Any employee who both moved between ministries and changed from Auxiliary to Regular is only counted once as "Moved to/from other Ministry"

[2] Hired from Outside and Left BC Govt for Other Reason include employees who are on seasonal recall/layoff

Employee Insurance Benefits Costs										
Benefit	1996-97		1997-98		1998-99		1999-00		2000-01	
	Cost $M	% Change	Cost $M	% Change	Cost $M	% Change	Cost $M	% Change	Cost $M	% Change
Extended Health	14.0	9.6	19.6	39.3	21.2	8.6	23.4	10.1	26.9	15
Dental	33.2	1.2	32.3	(2.8)	30.1	(6.7)	31.2	3.6	32.3	3.5
Medical	33.6	3.3	35.3	4.9	31.9	(9.6)	31.6	(0.9)	32.2	1.9
Group Life	8.5	(8)	7.5	(12.1)	10.1	35	8.9	(8.8)	10.5	17.8
Long Term Disability	27.4	5.5	25.3	(7.8)	28.6	13	31.7	10.9	35.3	11.4
TOTAL	**116.7**		**120**		**121.9**		**126.8**		**137.2**	
This table reflects the cost for all members in the plans and includes participating public sector as well as public service employees										

Job Competitions Posted Across Government — 2001-2002

Ministry Name	No. of Competitions	Number of Positions	Bargaining Unit				Excluded	In Service	Out of Service
			GEU	PEA	BCNU	UPN			
Aboriginal Affairs	12	12	7	0	0	0	5	10	2
Advanced Education	24	26	25	0	0	0	1	11	15
Agriculture, Food & Fisheries	22	24	16	4	0	0	4	7	17
Attorney General & Min. Resp. for Treaty Negot'n	31	35	27	0	0	0	8	26	9
Children & Family Development	319	366	303	16	0	0	31	192	174
Community Development, Cooperatives & Volunteers	5	5	3	0	0	0	2	4	1
Community, Aboriginal & Women's Services	10	12	8	0	0	0	4	9	3
Competition, Science and Enterprise	3	3	2	0	0	0	1	2	1
Education	19	19	17	0	0	0	2	15	4
Energy & Mines	13	13	11	2	0	0	0	4	9
Finance	73	91	44	0	0	0	47	32	59
Fisheries	8	8	8	0	0	0	0	5	3
Forests	139	143	91	27	0	0	25	93	50
Health Planning	3	3	1	0	0	0	2	2	1
Health Services	110	115	82	0	0	0	33	53	62
Human Resources	110	119	105	0	0	0	14	108	11
Management Services	2	2	0	0	0	0	2	0	2
Provincial Revenue	7	7	4	0	0	0	3	4	3
Public Safety & Solicitor General	221	239	158	0	0	0	78	151	88
Skills Development & Labour	12	15	13	0	0	0	2	6	9
Small Business, Tourism & Culture	13	14	11	0	0	0	3	9	5
Sustainable Resources Management	4	4	1	0	0	0	3	1	3
Transportation	53	58	49	1	0	0	8	46	12
Water, Land & Air Protection	69	69	40	7	0	0	22	37	32
Women's Equality	4	4	4	0	0	0	0	2	2
Auditor General	2	6	0	0	0	0	6	0	6
BC Assets & Land Corporation	9	10	5	2	0	0	3	3	7
BC Mental Health - Riverview	35	39	26	4	1	4	0	20	19
BC Pension Corporation	10	15	15	0	0	0	0	3	12
BC Transit Financing Authority	1	1	1	0	0	0	0	0	1
Child, Youth & Family Advocate	2	2	0	0	0	0	2	0	2
Elections BC	2	3	0	0	0	0	3	0	3
Env. Assessment/Land Use Coord. Office	3	4	4	0	0	0	0	2	2
Environmental Boards & Forest Commission	1	1	1	0	0	0	0	1	0
Forensic Psychiatric Services Commission	30	30	15	1	0	2	3	21	9
Forest Practices Board	1	1	0	0	0	0	1	1	0
Forest Renewal BC	4	4	2	0	0	0	2	2	2
Information & Privacy Commissioner	1	1	0	0	0	0	1	1	0
Information, Science & Technology Agency	19	20	18	0	0	0	2	9	11
Intergovernmental Relations	1	1	0	0	0	0	1	1	0
Liquor Distribution Branch	23	24	13	0	0	0	11	9	15
Lodge at Broadmead (Tillicum & Veterans Care)	10	13	5	3	0	0	2	0	13
Oak Bay Lodge	4	10	1	0	4	0	1	0	10
Office for the Premier	1	1	0	0	0	0	1	1	0
Ombudsman	1	1	0	0	0	0	1	0	1
Police Complaints Commissioner	3	3	0	0	0	0	3	2	1
Provincial Capital Commission	2	2	2	0	0	0	0	0	2
Public Service Employee Relations Commission	32	37	11	0	0	0	26	18	19
Royal BC Museum	6	6	4	0	0	0	2	0	6
TOTALS	**1,474**	**1,629**	**1,146**	**67**	**5**	**6**	**366**	**913**	**716**

Job Competitions Posted Across Government — 2001-2002

Ministry Name	No. of Competitions	Number of Positions	Bargaining Unit				Excluded	In Service	Out of Service
			GEU	PEA	BCNU	UPN			
Aboriginal Affairs	**12**	**12**	**7**	**0**	**0**	**0**	**5**	**10**	**2**
Advanced Education	24	26	25	0	0	0	1	11	15
Agriculture, Food & Fisheries	**22**	**24**	**16**	**4**	**0**	**0**	**4**	**7**	**17**
Attorney General & Min. Resp. for Treaty Negot'n	31	35	27	0	0	0	8	26	9
Children & Family Development	**319**	**366**	**303**	**16**	**0**	**0**	**31**	**192**	**174**
Community Development, Cooperatives & Volunteers	5	5	3	0	0	0	2	4	1
Community, Aboriginal & Women's Services	**10**	**12**	**8**	**0**	**0**	**0**	**4**	**9**	**3**
Competition, Science and Enterprise	3	3	2	0	0	0	1	2	1
Education	**19**	**19**	**17**	**0**	**0**	**0**	**2**	**15**	**4**
Energy & Mines	13	13	11	2	0	0	0	4	9
Finance	**73**	**91**	**44**	**0**	**0**	**0**	**47**	**32**	**59**
Fisheries	8	8	8	0	0	0	0	5	3
Forests	**139**	**143**	**91**	**27**	**0**	**0**	**25**	**93**	**50**
Health Planning	3	3	1	0	0	0	2	2	1
Health Services	**110**	**115**	**82**	**0**	**0**	**0**	**33**	**53**	**62**
Human Resources	110	119	105	0	0	0	14	108	11
Management Services	**2**	**2**	**0**	**0**	**0**	**0**	**2**	**0**	**2**
Provincial Revenue	7	7	4	0	0	0	3	4	3
Public Safety & Solicitor General	**221**	**239**	**158**	**0**	**0**	**0**	**78**	**151**	**88**
Skills Development & Labour	12	15	13	0	0	0	2	6	9
Small Business, Tourism & Culture	**13**	**14**	**11**	**0**	**0**	**0**	**3**	**9**	**5**
Sustainable Resources Management	4	4	1	0	0	0	3	1	3
Transportation	**53**	**58**	**49**	**1**	**0**	**0**	**8**	**46**	**12**
Water, Land & Air Protection	66	69	40	7	0	0	22	37	32
Women's Equality	**4**	**4**	**4**	**0**	**0**	**0**	**0**	**2**	**2**
Auditor General	2	6	0	0	0	0	6	0	6
BC Assets & Land Corporation	**9**	**10**	**5**	**2**	**0**	**0**	**3**	**3**	**7**
BC Mental Health - Riverview	35	39	26	4	1	4	0	20	19
BC Pension Corporation	**10**	**15**	**15**	**0**	**0**	**0**	**0**	**3**	**12**
BC Transit Financing Authority	1	1	1	0	0	0	0	0	1
Child, Youth & Family Advocate	**2**	**2**	**0**	**0**	**0**	**0**	**2**	**0**	**2**
Elections BC	2	3	0	0	0	0	3	0	3
Env. Assessment/Land Use Coord. Office	**3**	**4**	**4**	**0**	**0**	**0**	**0**	**2**	**2**
Environment'l Boards & Forest Commission	1	1	1	0	0	0	0	1	0
Forensic Psychiatric Services Commission	**30**	**30**	**15**	**1**	**0**	**2**	**3**	**21**	**9**
Forest Practices Board	1	1	0	0	0	0	1	1	0
Forest Renewal BC	**4**	**4**	**2**	**0**	**0**	**0**	**2**	**2**	**2**
Information & Privacy Commissioner	1	1	0	0	0	0	1	1	0
Information, Science & Technology Agency	**19**	**20**	**18**	**0**	**0**	**0**	**2**	**9**	**11**
Intergovernmental Relations	1	1	0	0	0	0	1	1	0
Liquor Distribution Branch	**23**	**24**	**13**	**0**	**0**	**0**	**11**	**9**	**15**
Lodge at Broadmead (Tillicum & Veterans Care)	10	13	5	3	0	0	2	0	13
Oak Bay Lodge	**4**	**10**	**1**	**0**	**4**	**0**	**1**	**0**	**10**
Office for the Premier	1	1	0	0	0	0	1	1	0
Ombudsman	**1**	**1**	**0**	**0**	**0**	**0**	**1**	**0**	**1**
Police Complaints Commissioner	3	3	0	0	0	0	3	2	1
Provincial Capital Commission	**2**	**2**	**2**	**0**	**0**	**0**	**0**	**0**	**2**
Public Service Employee Relations Commission	32	37	11	0	0	0	26	18	19
Royal BC Museum	**6**	**6**	**4**	**0**	**0**	**0**	**2**	**0**	**6**
TOTALS	**1,474**	**1,629**	**1,146**	**67**	**5**	**6**	**366**	**913**	**716**

Appendices

Appendix A: Legislation Administered

Public Service Act

The *Public Service Act* was revised in 1993, following recommendations by the Korbin Commission of Inquiry into the Public Service and Public Sector. The *Act* established the Commission as a new centralized human resource agency responsible for all personnel and labour relations matters in the public service. Under the *Act*, the Commission has the authority to delegate some or all of these human resources functions to ministries. This gave the Commission new responsibilities such as employment equity, management and executive development, and a new human resource management information system. The *Act* established the Public Service Appeal Board, to hear appeals from appointment decisions.

Public Service Labour Relations Act

The *Public Service Labour Relations Act* regulates specific labour relations in the provincial government. The *Act* allows for employees to be included in one of three bargaining units for the purposes of collective bargaining - one for nurses, one for professionals and one for the rest of the public service. The *Act* covers such things as union certification, master and component agreements, exclusions from bargaining units, and the content of collective agreements.

Public Service Benefit Plan Act

The *Public Service Benefit Plan Act*, 1979, allows the provincial government to provide group benefits and other insurance coverage to employees of ministries, Crown corporations, agencies, boards and commissions: group life insurance, extended health insurance, dental plan benefits, long term disability benefits, and coverage under the provincial medical plan. The government may enter into contracts with insurance companies to provide these benefits, appropriate money to fund the coverage, and set regulations regarding the terms of the insurance benefits created under the *Act*.

Public Service Bonding Act

The *Public Service Bonding Act* was passed in 1979 from the consolidation of two Acts, the *Public Officer's Security Act* (1918) and the *Custody of Security Act* (1940). The *Public Service Bonding Act* is currently under review to determine its applicability in today's environment.

Appendix B: Glossary of Terms

arbitration — dispute resolution method where an independent, neutral third person is appointed to hear the arguments of all parties and render a binding decision

auxiliary position — position where the work is not of a continuous nature

bargaining unit — a unit of employees deemed appropriate for collective bargaining under legislation

BCGEU — British Columbia Government and Service Employees' Union

BCNU — British Columbia Nurses Union

CHIPS — Corporate Human Resource Information and Payroll System

collective agreement — contract that is the result of collective bargaining

collective bargaining — negotiation of wages and other issues by a bargaining unit

competencies — any motive, attitude, skill, knowledge, behaviour or other personal characteristic that is:

- essential to perform the job; or
- differentiates solid from superior performers

competition — a formal assessment of applicants for a vacant position

competition appeal — the formal grievance process provided for an unsuccessful applicant in a competition who believes the principle of merit has not been met

ERP — Employee Recognition Program

excluded employees — employees who are excluded from collective bargaining

FTE (Full Time Equivalent) — employment of one person for one full year or equivalent. For example, two half-time employees working for one year would be one FTE

GEHS — Government Employee Health Services

in-service — job competitions limited to eligible B.C. government employees

job classification — a hierarchical structure of jobs, usually arranged into classes or pay grades according to some form of job evaluation

job evaluation — a formal process in which management determines the relative value of different jobs within an organization

lateral transfers — movement of an employee from one position to another that does not constitute a demotion or a promotion

LTD — Long Term Disability Plan is a benefit plan for employees who are unable to work because of illness or injury for longer than seven months

merit — personal assessment based on competency, which includes the following factors: education, experience, knowledge, skills, past work performance and continuous service. Patronage is not a factor

out-of-service — job competitions open to the public and B.C. government employees

PEA — Professional Employees' Association

reasonable accommodation — a legal term where an employer must take reasonable measures to accommodate an employee with a special need or disability

regular position — a position where the work is of a continuous full-time or part-time nature

rehab committee — Rehabilitation Committee, the union/management committee that reviews illness and injury cases and recommends rehabilitation plans

severance — an employee is terminated with a notice period or paid an amount of money instead of a notice period

STIIP — Short Term Illness & Injury Plan is a benefit plan for employees who are unable to work because of illness or injury for less than seven months

UPN — Union of Psychiatric Nurses

WCB — Workers' Compensation Board

workforce adjustment — activities involved in finding alternate jobs for employees whose positions are made surplus